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Eighth in a series of biennial surveys, this study is directed toward identifying the status and trends of salaries and related practices among 4-year and 2-year institutions of higher education during 1967-68. The information should be useful for budget planners, potential university or college employees, and persons interested in comparing conditions in similar institutions. The survey is based on responses to questionnaires by 70.9% of 1,570 degree-granting institutions and 76.1% of the 853 2-year institutions invited to participate. An example of the rapid growth in number and size of institutions is indicated by the 21.5% increase over the 1965-66 survey estimate of total teaching faculty in degree-granting institutions. The data are estimated to be rather representative of conditions in public universities, fairly representative of public colleges and nonpublic universities, moderately representative of medium and large nonpublic 4 and 2 year colleges, and limited in representing small nonpublic colleges. The types of institutions from which information was received employ about three fourths of faculty in 4-year institutions and four fifths of faculty in 2-year institutions. Differences in regional distribution of types of institutions indicate the possible impact of regional differences in per capita personal income on salaries paid in specific types of institutions. Data concerning administrative practices and summer employment are included with the documentation of academic salary policies. (JS)

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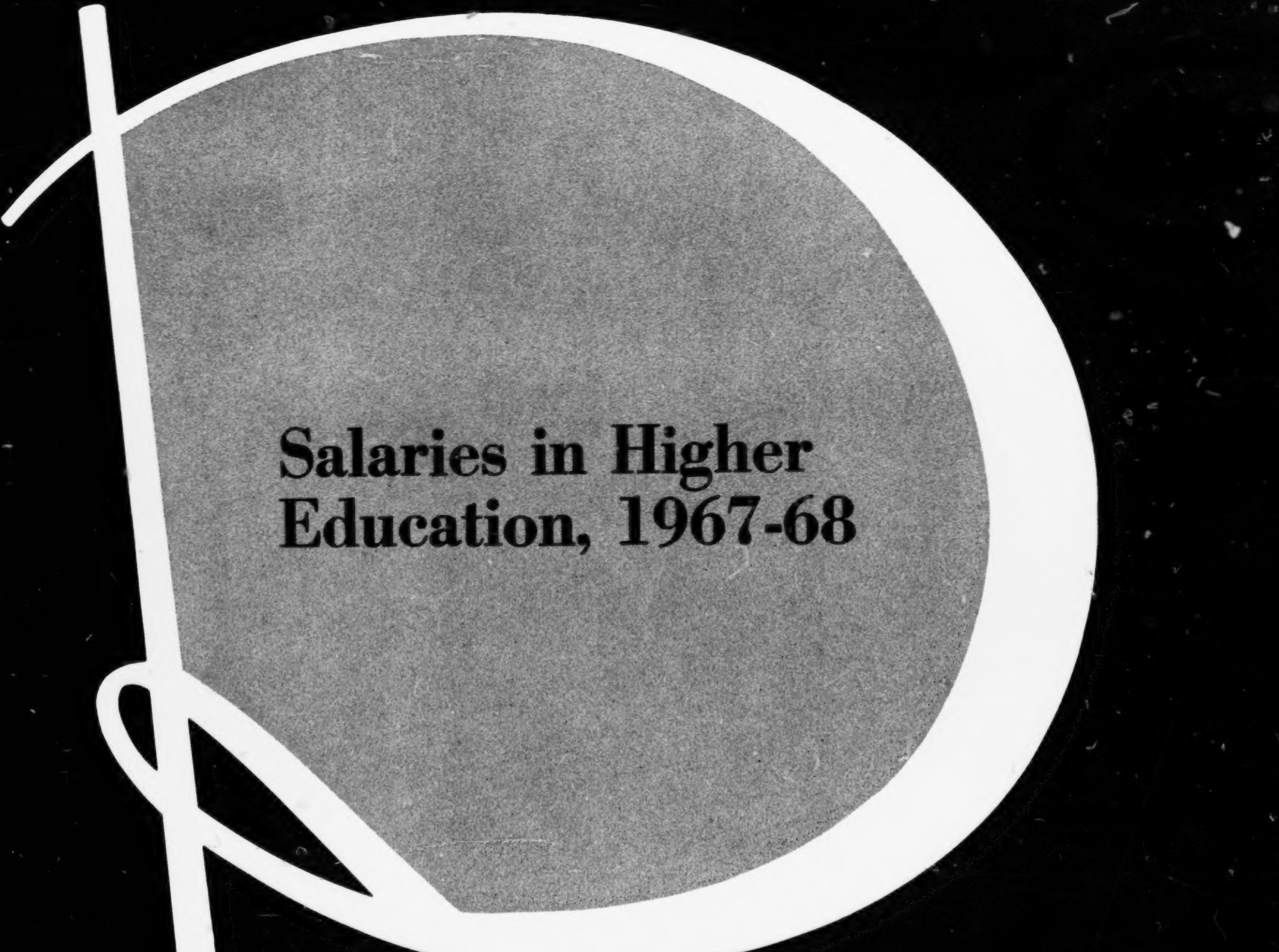

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FOREWORD

A fundamental goal of the National Education Association is the strengthening of the quality of the services which members of the teaching profession provide. In higher education as well as in elementary and secondary schools, the importance of higher salaries as a means of improving competence and performance in teaching has long been recognized. To provide essential information, the NEA Research Division biennially collects data on salaries paid in the nation's institutions of higher education, both 4-year and 2-year.

This eighth report on salaries in higher education presents a full distribution of salaries paid to each rank in each type of institution and salaries paid to all types of administrative officers. This information should be helpful to administrators, faculty members, prospective faculty members, and the many citizens who provide direction and support for the higher education institutions throughout the nation.

This report has been prepared by William S. Graybeal, Assistant Director, with the assistance of the various units of the Research Division. We are grateful for the cooperation of participating universities, colleges, and junior colleges, and hope that this report will contribute to their continuing efforts to provide improved quality in higher education.

GLEN ROBINSON
Director, Research Division

I. INTRODUCTION

THE TWO YEARS FOLLOWING the study of 1965-66 salaries in higher education has been a period of continued rapid growth in the number and size of institutions and their enrollments. This study, one of a series of biennial surveys conducted by the NEA Research Division, is directed to identifying the status and trends of salaries and related practices among the various types of institutions of higher education during 1967-68. The information compiled in this report should be useful to persons who are planning for the budgetary requirements of higher education, considering employment in higher education, reviewing the adequacy of conditions concerning a specific position as related to the position in similar institutions, or planning revisions in their salary-related policies. Also, this study is designed to add the current status of salary conditions in higher education to a series of studies which document the accomplishments and trends in higher education salaries over a period of years.

This eighth biennial survey of salary conditions in higher education is based on the response of 70.9 percent of the 1,570 institutions which grant the 4-year or higher degree which were invited to participate. The salary information was reported by 76.1 percent of the 2-year institutions (853) invited to participate (see Table 1 at the end of this section). The invitations were sent to institutions identified in the Education Directory, 1966-67, Part 3, Higher Education, published by the U. S. Office of Education and the 1967 Directory of the American Association of Junior Colleges. Institutions were added or deleted as information was made available to the Research Division before November 20, 1967.

Salaries were to be reported for the entire institution except for faculty in medical, dental, and nursing schools. Also to be excluded were faculty for summer sessions, laboratory schools, extension programs, and evening or Saturday classes of similar nature. A few institutions having their entire faculty within the excluded classifications were not sent copies of the instrument. The questionnaires were listed in the American Council on Education Report on Questionnaires, and as a result of inquires prompted by that announcement, the instrument was sent to some institutions which had not been listed in the directories.

Requests for actual salary figures were sent to the institutions on September 22, 1967. Follow-up letters were sent on November 29, 1967, to institutions which had not yet responded on that date. A second follow-up was sent on December 15 to selected institutions, many of which had participated in previous studies, but had not responded by that date. Persons in state-wide coordination agencies for which individual state summaries are to be prepared were advised early in December about the institutions in their states which had not responded. These persons and those listed in the Appendix, Table A, who assisted in the collection of the questionnaires, provided follow-up activities until the final cut-off dates.

Information in questionnaires received on or before February 9, 1968, the final cut-off date, is summarized in the present report. All institutional reports are considered completely confidential; no individual or institution is identified, and no identifying information is released by the NEA Research Division.

Growth and Change in Higher Education

Growth of enrollments in post-high-school institutions continues at a relatively rapid pace with the full impact of the enlarged college-age population being felt for the first time in all four years of higher education offerings. Data obtained by the NEA Research Division surveys of salaries in higher education reflect the enlargment of enrollments among existing institutions and continued growth in the number of institutions of higher education during the past two years.

Information in Table 1 shows that 1,570 institutions granting the 4-year or higher degree were invited to participate in the present study, an increase of 257 over the 1,313 involved at the time of the 1965-66 study. The number of full-time faculty in the institutions responding to the present survey (194,529) show an increase of 31,547 or 19.4 percent above the 162,982 employed in the institutions which participated in the 1965-66 study. Based on an assumption that the staff sizes of nonresponding institutions are randomly distributed within the range of those in the responding institutions in the same size strata, the estimated total teaching faculty in 4-year or higher degree-granting institutions in 1967-68 is 232,349, an increase of 41,150 persons (21.5 percent) over the number similarly estimated for the 1965-66 session (191,199).

As in the earlier survey, the present study reflects continued dramatic growth in the enrollment and staff of the 2-year institutions. The 853 institutions invited to participate in the present study represent an increase of 135 over the 718 invited to participate in the previous salary survey. The number of publicly controlled 2-year institutions invited to participate has enlarged from 479 in the 1965-66 study to 602 in the present survey. The number of faculty in 2-year institutions responding in this study (35,004) is an increase of 9,521 persons above the 25,483 reported in 1965-66. The estimated total full-time faculty in 2-year institutions in 1967-68, based on an assumption that the nonresponding institutions are similar to those which are included in the present study, is 44,217 persons, an increase of 12,521 above the number similarly estimated for 1965-66 (31,696 persons).

The distribution of institutions among the stratifications of enrollment size reflects the growing size of institutions of higher education. The following is a summary of the number of institutions in each stratum invited to participate in the two biennial salary surveys and the percent of the estimated total number of full-time instructional faculty personnel employed by the institutions in each stratum:

	Number of institutions invited to participate		Estimated percent of faculty personnel	
Strata	1965-66	1967-68	1965-66	1967-68
4-year institutions				
Public universities (by enrollment)				
I. 10,000 and over	54	70	25.3%	29.1%
II. 5,000-9,999	44	72	9.5	11.6
III. Under 5,000	39	52	3.9	4.4
Nonpublic universities (by enrollment)				
IV. 5,000 and over	36	49	9.5	11.7
V. Under 5,000	68	70	7.8	5.7
Public colleges				
VI. Public colleges ..	257	223	21.3	13.5
Nonpublic colleges (by enrollment)				
VII. 1,000 and over	223	319	10.9	13.2
VIII. 500-999 ...	324	345	8.5	7.5
IX. Under 500 .	268	370	3.3	3.2
Total, 4-year or higher ..	1,313	1,570	100.0%	99.9%
2-year institutions				
X. Public	479	602	83.6	84.9
XI. Nonpublic .	239	251	16.4	15.1
Total, 2-year.	718	853	100.0%	100.0%

These distributions show increasing numbers of institutions in all strata except Stratum VI public colleges, where several apparently have been moved into the university classification. Also shown is the proportion of the estimated total number of faculty in 4-year institutions represented by those employed in the public institutions, about the same as that observed two years ago, about three in five.

The number of faculty in 2-year institutions for whom salary data are reported represents 15.3 percent of all faculty in higher education for whom salaries are reported. If the responding institutions are randomly selected from the total population of 2-year institutions, the estimated 44,217 faculty in 2-year institutions represents 16.0 percent of the estimated total faculty in higher education. As shown in Table 1, about 7 in 8 faculty at the 2-year institution level for whom salaries are reported are employed in public institutions. If the responding institutions are assumed to be random selections from the total number of institutions, it is estimated that the total faculty in public 2-year institutions represents about 5 in 6 faculty in all 2-year institutions.

Coverage of the Study

Information in Table 1 shows that the response rate for publicly controlled universities is very high with greater than 90 percent participating in the survey. While the response rate among the small nonpublic universities is also high, the large nonpublic universities are represented by 80 percent of the total number of institutions in this classification. The public colleges have a moderately high response rate of 78.5 percent. The rate of response is low in the nonpublic colleges where between two-thirds and three-fourths of the medium and large colleges participated. As in earlier studies, the response rate for small nonpublic colleges is only slightly above 50 percent.

The information summarized in this report, therefore, is estimated to be rather representative of conditions in public universities, fairly representative of public colleges (both 4-year and 2-year) and the nonpublic universities; moderately representative of the medium and large nonpublic 4-year and 2-year colleges; and somewhat limited in representing the small nonpublic colleges (which are estimated to employ only about 3 percent of the instructional faculty personnel in the institutions which grant the 4-year or higher degree). The types of institutions from which reports were received from more than three-fourths of the institutions employ about three-fourths of the faculty in 4-year institutions and more than four-fifths of the faculty in 2-year institutions.

Institutions classified as universities in this study were reported in the U.S. Office of

Education Directory as offering at least the master's and/or the second professional degree, and also having separately organized schools in at least three fields, one of which may be arts and sciences. The number of separately organized schools was determined by a review of the number of different entries of salaries in the section of the questionnaire which requested the salaries of deans of separately organized schools. Limitations of this source of information about the presence and level of offering of these schools makes it likely that some colleges may be classified as universities.

The different structural relationship of campuses connected to or comprising major institutions also reduces the consistency of the institutional stratification. In some university systems the separate campuses may have been reported as separate institutions while in others the faculty on the various campuses may have been reported together with other faculty on the major campus.

Comparisons of salaries in a given stratum over the past two years, therefore, are not highly accurate as a result of the changes in the institutions included within each stratum. For example, some institutions classified as small universities in the previous survey may be classified as medium or large universities in the present study.

The geographic distribution of institutions participating in this study is given in Table 2. The total number of institutions has increased in each region since the 1965-66 survey with the numerical increases being smallest in the Rocky Mountain and the Far West regions.

Information in Table 2 also shows the differences in regional distribution of institutions in some of the strata; for example, 74.4 percent of the large nonpublic universities are located in three regions, New England, Mideast, and Great Lakes. Also, about one-fourth of the medium-size nonpublic colleges (24.6 percent) are located in the Southeast region. These characteristics indicate the need to consider the possible impact of regional differences in per-capita personal income when interpreting the distributions of salaries paid either in a specific type of institution or in a specific region. For example: the number of medium-size nonpublic colleges in the Far West (where per-capita personal income in each of the component states exceeds the national average) is one-fourth of the number of institutions of this type in the Southeast (where the per-capita personal income in each of the component states is far below the national average).

Definitions

Readers of this report should note the following explanatory comments:

1. This is a status study; it reports salary information for the current 1967-68 year.
2. All salaries of instructional personnel are reported for the academic year of nine months--two semesters or three quarters--even when the compensation is paid over a 12-month period; opportunities to supplement the academic-year earnings by summer-session teaching are reported separately.
3. All salaries of administrative personnel are reported for the full year.
4. All reported figures represent the contract salaries, excluding fringe benefits.
5. Only full-time employees of the institution are included in the salary distributions; the use of part-time employees in classroom service is shown separately in Sections IV and IX.
6. The terms university and college refer to the internal organization rather than the legal title. A university in this report is a complex institution with three or more graduate or professional schools. All others are colleges.
7. No person is reported in more than one category.

TABLE 1.--NUMBER OF INSTITUTIONS INVITED TO PARTICIPATE, NUMBER AND PERCENT REPLYING, AND FULL-TIME AND PART-TIME ENROLLMENT AND TEACHING STAFF, 1967-68

TYPE OF INSTITUTION 1	NUMBER INVITED TO PARTICIPATE 2	INSTITUTIONS REPLYING NUMBER 3	INSTITUTIONS REPLYING PERCENT 4	STUDENTS FULL TIME 5	STUDENTS PART TIME 6	TEACHERS FULL TIME 7	TEACHERS PART TIME 8
PUBLIC UNIVERSITIES (BY ENROLLMENT)							
I. 10,000 AND OVER	70	67	95.7	1,226,656	168,816	64,790	17,804
II. 5,000-9,999	72	68	94.4	479,542	54,075	25,392	2,666
III. LESS THAN 5,000	52	48	92.3	152,709	23,212	9,492	1,090
NONPUBLIC UNIVERSITIES (BY ENROLLMENT)							
IV. 5,000 AND OVER	49	39	79.6	396,114	79,870	21,711	10,109
V. LESS THAN 5,000	70	63	90.0	182,832	53,362	11,908	3,979
PUBLIC COLLEGES							
VI. PUBLIC COLLEGES	223	175	78.5	451,479	82,138	24,699	3,134
NONPUBLIC COLLEGES (BY ENROLLMENT)							
VII. 1,000 AND OVER	319	211	66.1	338,121	48,877	20,286	5,468
VIII. 500-999	345	244	70.7	179,310	23,383	12,247	3,419
IX. LESS THAN 500	370	198	53.5	45,854	10,406	4,004	1,953
TOTAL 4-YEAR INSTITUTIONS	1,570	1,113	70.9	3,452,617	544,139	194,529	49,622
X. PUBLIC 2-YEAR COLLEGES	602	496	82.4	681,744	446,247	30,926	17,612
XI. NONPUBLIC 2-YEAR COLLEGES	251	153	61.0	73,426	13,913	4,078	1,491
TOTAL 2-YEAR COLLEGES	853	649	76.1	755,170	460,160	35,004	19,103
GRAND TOTAL	2,423	1,762	72.7	4,207,787	1,004,299	229,533	68,725

TABLE 2.--DISTRIBUTION OF 1,762 UNIVERSITIES, COLLEGES, AND JUNIOR COLLEGES PARTICIPATING, BY TYPE OF INSTITUTION AND BY GEOGRAPHIC AREA, 1967-68

GEOGRAPHIC REGION a/ 1	TYPE OF INSTITUTION I 2	II 3	III 4	IV 5	V 6	VI 7	VII 8	VIII 9	IX 10	X 11	XI 12	TOTAL 13
NEW ENGLAND	2	6	1	7	10	22	20	21	14	21	21	145
MIDEAST	7	1	11	16	17	28	51	41	46	81	38	337
SOUTHEAST	13	24	13	3	9	52	37	60	21	100	50	382
GREAT LAKES	18	9	7	6	11	8	53	48	50	67	15	292
PLAINS	7	7	3	1	2	24	28	39	25	60	18	214
SOUTHWEST	10	9	5	3	4	14	4	15	7	46	9	126
ROCKY MOUNTAIN	3	7	0	1	0	10	3	5	3	19	1	52
FAR WEST	7	5	8	2	10	17	15	15	32	102	1	214
TOTAL	67	68	48	39	63	175	211	244	198	496	153	1,762

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a/ New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont. Mideast: Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania. Southeast: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia. Great Lakes: Illinois, Indiana, Michigan, Ohio, Wisconsin. Plains: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota. Southwest: Arizona, New Mexico, Oklahoma, Texas. Rocky Mountain: Colorado, Idaho, Montana, Utah, Wyoming. Far West: Alaska, California, Hawaii, Nevada, Oregon, Washington.

II. SALARIES OF INSTRUCTIONAL PERSONNEL, 4-YEAR INSTITUTIONS

This section presents in detail the academic year's earnings (exclusive of fringe benefits) of full-time staff members engaged principally in teaching. Salaries for faculty in medical, dental, and nursing schools, summer sessions, laboratory schools, and extension programs and evening or Saturday classes of similar nature are excluded. Also excluded are salaries of teaching assistants, junior instructors, or other sub-instructors who are graduate students in the institutions in which they teach, even though they hold a full-time appointment. Part-time employees, although they may carry a considerable share of the total teaching assignments, are not included here. Also excluded are all administrative officers even though some of them do some teaching. Administrative salaries are presented in full detail in Section VI, Tables 36 through 47. This section presents salary data for teachers according to rank, type of employing institution, and geographic region.

All Ranks Combined

Information in Tables 3 and 4 provides a broad overview of the salaries paid to college and university teachers, all ranks combined. In Table 3, the salary of each full-time teacher is entered by the type and size of the employing institution. In Table 4 the salaries are entered by the regional placement of the employing institution. Column 13 of Table 4 shows the cumulative percent of teachers receiving salaries ranging from $32,000 and over to less than $5,000 for nine months' teaching service.

The median salary of all full-time faculty personnel who have teaching responsibilities is $10,235; up $1,154 from the median of $9,081 in the survey two years ago. These distributions demonstrate the need for viewing salary practices among subgroupings of institutions by type and by regional location. The median salaries of all faculty personnel employed in public universities, for example, range from $11,290 in the large institutions to $10,049 in the medium-size institutions, to $9,815 in the small institutions. Also, the median salaries in the geographic regions range from $10,829 in the Far West, down to $9,546 in the Southeast.

The percents in column 13, Table 4, show only 12.5 percent of all college and university teaching faculty personnel receive salary of $15,000 or higher for the nine-month term. This column also shows that 12.6 percent of all college and university teaching faculty personnel receive salary of less than $7,500 for the nine-month period; that 3.4 percent of all of the 187,260 full-time faculty personnel in colleges and universities receive salaries of less than $6,500 for nine months of teaching.

Table 3 shows that the median of faculty salaries in all universities, $10,790, exceeds the median of faculty salaries in all colleges, $9,114, by $1,676. The first quartile of faculty salaries in the universities is $60 less than the median of faculty salaries in the colleges.

Table 4 shows that the median salary in public institutions ($10,468) exceeds the median salary of faculty in nonpublic institutions ($9,703) by $765. This difference is observed also at the quartiles of salaries paid.

Variations by Rank

Following Tables 3 and 4 are four sets of two tables each, in the same format for each of the four ranks. Professors only are listed in Tables 5 and 6. As expected, the higher salaries are earned by persons in this rank although for the nation as a whole there is considerable overlapping of salaries among the ranks.

Professors--The median salary of the 46,183 persons having the rank of professor in 1,053 institutions is $14,713 for nine months' teaching. This salary is $17,140 or greater among one-fourth of those holding the rank of professor; and about 1 in 20 (5.4 percent) is being paid $22,000 or more. One-fourth of the professors are paid $12,743 or less for the nine months' teaching; and about 1 in 20 (4.5 percent) receives less than $10,000.

The median salaries paid to professors in the various types of institutions range from $16,596 in the large nonpublic universities down to $10,092 in the smallest nonpublic colleges. The range of the median salaries in the various regions is from $16,059 in the Far West down to $13,150 among professors in the Southeast. This wide regional difference in salaries is demonstrated by the quartiles; the first quartile of salaries in the Far West ($14,094) is higher than the medians of salaries in four other regions.

The median of salaries paid to professors in all universities ($15,379) exceeds the median of salaries paid to this rank in all colleges ($12,658) by $2,721. A similar difference is noted at the quartiles of salaries paid to faculty in these two groups of institutions.

The median of salaries paid to professors in all public institutions ($14,856) exceeds the median of salaries paid to this rank in all nonpublic institutions ($14,362) by $494. The wider range of salaries in the nonpublic institutions is directed heavily toward the lower ranges with the first quartile of salaries paid to professors being $1,100 lower in nonpublic than in public institutions.

The median salaries paid to professors in all reporting institutions in recent biennial surveys conducted by the NEA Research Division are as follows:

Session	Median salary	Two-year increase
1961-62	$10,256	12.6%
1963-64	11,312	10.3
1965-66	12,953	14.5
1967-68	14,713	13.6

Associate professors--Contained in Tables 7 and 8 are the distributions of salaries paid to full-time faculty personnel holding rank of associate professor in 1,032 colleges and universities, grouped by type of institution and by regional location of the institution. The median of salaries paid to 42,404 associate professors is $11,393. One person in 4 holding this rank is being paid $12,635 or more this session; about 1 in 23 (4.4 percent) is being paid $15,000 or more this session. At the other end of the distribution, one-fourth of the associate professors are being paid $10,250 or less; about 1 in 20 receives less than $8,500 for nine months' teaching.

The median salaries vary widely among the different types of institutions; $12,202 in large public universities down to $8,645 in small nonpublic colleges. Among the geographic regions the median salaries range from a high of $11,875 in New England down to $10,608 in the Southeast.

The median of salaries paid to associate professors in universities ($11,790) exceeds the median of salaries paid to this rank in colleges ($10,423) by $1,367. The first quartile of these salaries in universities exceeds the median salary of this rank in the colleges. The median of salaries paid to associate professors in all public institutions ($11,606) exceeds the median in all nonpublic institutions ($10,904) by $702. The differences between are wider at the first quartile of salaries than at the median or third quartile levels.

The median salaries of associate professors during recent biennial surveys are:

Session	Median salary	Two-year increase
1961-62	$ 8,167	11.4%
1963-64	8,969	9.8
1965-66	10,058	12.1
1967-68	11,393	13.3

Assistant Professors--The median of salaries paid to 61,079 full-time faculty personnel having rank of assistant professor is $9,472 (Tables 9 and 10). One in four receives a salary of $10,330 or more for nine months' teaching; about 1 in 22 (4.6 percent) receives a salary of $12,000 or more. At the lower end of the distribution 1 in 4 receives a salary of $8,617 or less; about 1 in 17 (6.3 percent) receives less than $7,500.

The median salaries in the various types of institutions range from $10,024 in the large public universities down to $7,686 in the smallest nonpublic colleges. The median of salaries paid to assistant professors in colleges and universities in New England ($9,697) is the highest among the various regions; the lowest regional median salary is $8,944 in the Southeast. The median salary of assistant professors employed in universities ($9,765) exceeds the median salary of this rank in all colleges ($8,804) by $961. The first quartile of salaries paid to this rank in universities exceeds the median salary of this rank in colleges. The median salary of assistant professors in all public institutions ($9,686) is $652 greater than the median salary of this rank in all nonpublic institutions. As in other ranks the difference is wider at the first quartile than at the median or third quartile levels.

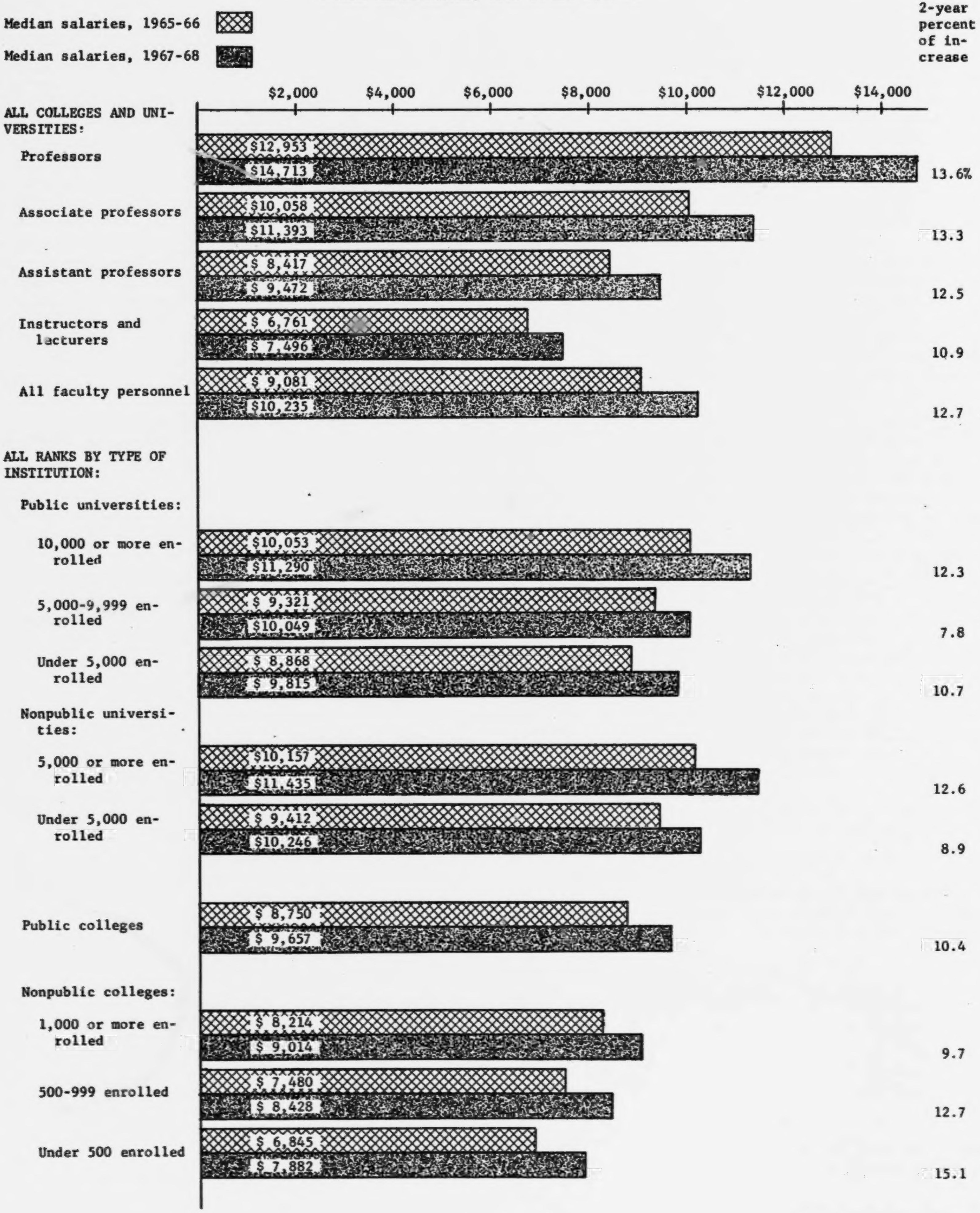
The median salaries of assistant professors in recent biennial surveys are as follows:

Session	Median salary	Two-year increase
1961-62	$6,900	10.7%
1963-64	7,539	9.3
1965-66	8,417	11.6
1967-68	9,472	12.5

Instructors--Tables 11 and 12 contain the distributions of salaries paid to instructors, grouped by type of institution and by the regional location of the institution. The median salary paid to 34,348 full-time faculty personnel having rank of instructor in 1,029 institutions is $7,458. One instructor in 4 is paid $8,151 or more this session, fewer than 1 in 25 is being paid $9,500 or more. One-fourth of the instructors are being paid $6,851 or less; about 5 percent are being paid less than $6,000 for nine months' teaching.

FIGURE I

MEDIAN SALARIES FOR NINE MONTHS OF FULL-TIME TEACHING,
4-YEAR INSTITUTIONS, 1965-66 AND 1967-68



NEA Research Division

The range of median salaries among the various types of institutions is $953 with the highest median salary noted among the large public universities ($7,653) and the lowest among the small nonpublic colleges ($6,700). The median salaries paid to instructors in the various geographic regions range from a high of $7,843 in New England down to $7,092 in the Southeast. The median salary of instructors in all universities ($7,566) is not widely different from the median for this rank in all colleges ($7,308). Also, the median salary of instructors in public institutions ($7,559) is only $270 greater than the median for persons having similar rank in nonpublic institutions.

Lecturers--Analyzed separately for the first time in the present study, the information in Table 13 gives a summary of the distributions of salaries paid to lecturers in the groupings of institutions used in the preceding tables. The salaries of 3,246 persons having rank of lecturer were reported in 252 institutions. The median salary is $8,501, with the first quartile of $6,976 and the third quartile of $9,818. The median salaries in universities, where approximately three-fourths of persons having this rank are employed, is $8,791, $1,130 more than in the colleges ($7,661). The median salary of this rank in public institutions ($8,730) is $900 greater than the median in the nonpublic institutions ($7,830). More than two-thirds of persons having this rank are employed in public institutions.

Instructors and lecturers combined--In previous biennial surveys the salaries of instructors and lecturers were combined into one classification. To provide continuity to date about salaries of persons having these titles, the salary distributions of persons in the two groups combined are summarized in Table 14. The median salary of persons in the combined group of 37,594 instructors and lecturers is $7,496. One-fourth of the persons in this classification are being paid $6,857 or less and one-fourth are being paid $8,255 or more this academic year.

The growth in median salaries of the combined group of instructors and lecturers during the recent biennial surveys is shown below:

Session	Median salary	Two-year increase
1961-62	$5,582	9.6%
1963-64	6,114	9.5
1965-66	6,761	10.6
1967-68	7,496	10.9

Distribution of Institutions by Salary Medians

Information in Tables 15-18 provides a view of the structure of salaries paid in colleges and universities. Entries in these tables represent institutions. Table 15 contains the distributions of institutions by type according to their median salaries paid to professors. About 1 institution in 20 (5.2 percent) has a median salary being paid to professors which is $16,000 or greater for nine months' teaching. About one-fourth of the institutions (24.25 percent) are paying median salaries of $14,500 or more to professors. At the other end of the distribution, the medians of salaries paid to professors in 4 percent of the institutions are less than $8,500 for nine months' teaching. About 1 institution in 5 (21.8 percent) is paying professors median salaries which are less than $11,000.

For salaries paid to associate professors (Table 16) the range of institutional medians is greater than $10,000. About 1 institution in 16 pays associate professors median salaries of $12,500 or higher (6.5 percent). About 1 institution in 4 (25.7 percent) reports median salaries paid to associate professors which are less than $9,500 for nine months' teaching. About 1 institution in 17 (5.9 percent) reports paying associate professors median salaries of less than $8,000.

Table 17 shows the distributions of institutional median salaries paid to assistant professors. Eleven percent of the institutions are paying median salaries of $10,000 or more to assistant professors for nine months' teaching. However, about 1 institution in 15 (6.8 percent) is paying a median salary of less than $7,000 to assistant professors.

The distributions of institutional median salaries paid to instructors are listed in Table 18. The range of these medians is about $5,500; from below $5,000 to the $10,000-$10,499 interval. Median salaries of $8,500 or higher are reported by 4.1 percent of the institutions. Median salaries of less than $6,000 are reported by 5.0 percent of the institutions.

Salary Increases for Continuing Faculty

Responses of colleges and universities to the inquiry about the average percent of change in the salaries of continuing faculty personnel are summarized in Tables 19 and 20. These figures do not represent individual staff members' salary increases nor percents of change in the over-all salary budget of an institution. Also, they do not reflect the sums required to pay for additional staff or for increased salaries of positions vacated and filled by other teachers the following year. And, of course, the total number of teachers in one reporting group differs from the number in any other group. Thus, the percents apply to differing numbers of teachers.

Among the 84.2 percent of the institutions participating in this survey which responded to the inquiry about increases from 1965-66 to 1966-67 the median increase was 6.7 percent. Among the 85.9 percent of institutions responding to the request for information about change from 1966-67 to 1967-68 the median increase was 7.4 percent.

Between 1965-66 and 1966-67, the range of the changes was from a decrease to an increase of 20 percent or more. The median percent of increase among the various groupings of institutions ranged from 7.3 percent in the nonpublic universities enrolling fewer than 5,000 students down to 5.8 percent in the small nonpublic colleges. Among all responding institutions, 4.8 percent had salary changes ranging from a decrease to an increase of less than 2 percent while 5.1 percent of the institutions reported increases of 15 percent or higher. About 1 institution in 5 (21.0 percent) had salary improvements of 10 percent or higher between these two sessions.

Between 1966-67 and 1967-68 the range of salary changes again is from a decrease to an increase of greater than 20 percent. The median changes by type of institution range from a 7.9-percent increase among the public colleges down to a 7.1-percent increase among the small nonpublic colleges. A decrease, no change, or an increase of less than 2 percent is reported by 3.7 percent of all institutions. An increase of 15 percent or greater is reported by 4.7 percent of the institutions. More than 1 institution in 5 (22.0 percent) reports increases of 10 percent or greater.

The following is a summary of the median percents of increase in average salaries of continuing faculty in colleges and universities compiled in this series of reports:

Session	Median percent of increase from previous sessions
1955-56	5.6%
1956-57	6.9
1957-58	8.2
1958-59	6.3
1959-60	6.7
1960-61	6.0
1961-62	6.3
1962-63	5.9
1963-64	6.2
1964-65	6.5
1965-66	6.9
1966-67	6.7
1967-68	7.4

The 7.4-percent median increase realized for the present session has been exceeded only once during the preceding 10-year period.

TABLE 3.--ALL RANKS, BY TYPE OF INSTITUTION. DISTRIBUTION OF SALARIES PAID TO FULL TIME INSTRUCTIONAL PERSONNEL IN 1,109 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1967-68

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$32,000 AND OVER	11	1	1	3	4	...	...	...	...	20	.01	...	...
30,000-31,999	15	2	...	13	2	...	...	...	...	32	.04	...	...
28,000-29,999	30	3	2	44	9	...	...	...	...	88	.10	...	...
26,000-27,999	119	13	7	133	20	...	1	1	...	292	.33	2	...
24,000-25,999	256	27	5	286	44	1	1	...	...	618	.80	2	...
22,000-23,999	798	43	12	439	100	50	11	...	...	1,392	1.87	61	.11
21,000-21,999	512	67	19	304	73	12	15	2	2	975	2.62	31	.16
20,000-20,999	779	97	29	413	121	15	22	2	1	1,439	3.73	40	.23
19,500-19,999	404	28	5	131	36	9	11	...	...	604	4.19	20	.27
19,000-19,499	483	45	14	226	60	20	26	4	...	828	4.83	50	.36
18,500-18,999	662	61	24	220	60	20	29	13	2	1,027	5.62	64	.47
18,000-18,499	822	119	32	372	105	38	53	11	18	1,450	6.74	120	.68
17,500-17,999	851	107	26	270	78	96	48	17	2	1,332	7.76	163	.96
17,000-17,499	932	134	39	372	114	176	84	18	13	1,591	8.98	291	1.47
16,500-16,999	1,051	175	51	353	114	61	73	27	1	1,744	10.32	162	1.75
16,000-16,499	1,403	257	75	538	167	185	126	31	8	2,440	12.20	350	2.37
15,500-15,999	1,252	226	72	447	168	233	145	40	27	2,165	13.87	445	3.14
15,000-15,499	1,663	356	117	607	222	327	210	58	22	2,965	16.15	617	4.22
14,500-14,999	1,834	458	143	493	214	265	243	60	17	3,142	18.56	585	5.24
14,000-14,499	2,147	513	174	650	278	420	265	94	25	3,762	21.45	804	6.65
13,500-13,999	2,206	675	267	604	289	527	256	109	19	4,041	24.56	911	8.24
13,000-13,499	2,452	808	280	792	374	652	402	159	55	4,706	28.18	1,268	10.46
12,500-12,999	2,652	921	325	811	341	807	445	160	37	5,050	32.06	1,449	12.99
12,000-12,499	3,122	1,125	374	1,085	486	943	606	249	68	6,192	36.83	1,866	16.25
11,500-11,999	3,276	1,291	455	902	472	1,082	577	213	54	6,396	41.74	1,926	19.62
11,000-11,499	3,765	1,577	572	1,151	555	1,364	838	362	69	7,620	47.60	2,633	24.22
10,500-10,999	3,586	1,515	568	1,098	651	1,650	935	398	99	7,418	53.31	3,082	29.61
10,000-10,499	4,672	2,254	740	1,418	935	2,018	1,148	573	117	10,019	61.01	3,856	36.34
9,500- 9,999	4,601	2,153	847	1,336	781	1,882	1,367	659	135	9,718	68.49	4,043	43.41
9,000- 9,499	4,129	2,150	845	1,457	942	2,086	1,729	897	164	9,483	75.78	4,876	51.93
8,500- 8,999	2,661	1,736	746	1,043	738	2,156	1,813	986	197	6,924	81.10	5,152	60.94
8,000- 8,499	2,430	1,729	828	898	823	2,169	1,880	1,145	218	6,708	86.26	5,412	70.40
7,500- 7,999	2,052	1,599	717	747	648	2,120	1,866	1,134	229	5,763	90.69	5,349	79.74
7,000- 7,499	1,898	1,575	547	790	599	1,693	1,564	1,175	285	5,409	94.85	4,717	87.99
6,500- 6,999	1,605	1,008	363	438	391	924	1,304	967	278	3,805	97.78	3,473	94.06
6,000- 6,499	853	337	121	278	194	352	667	630	194	1,783	99.15	1,843	97.28
5,500- 5,999	422	95	12	118	70	106	231	190	133	717	99.70	660	98.43
5,000- 5,499	158	56	2	26	21	33	108	128	90	263	99.90	359	99.06
BELOW $5,000	66	17	26	7	6	29	133	104	269	122	100.00	535	100.00
TOTAL SALARIED INDIVIDUALS	62,630	25,353	9,482	21,313	11,265	24,521	19,232	10,616	2,848	130,043	100.00	57,217	100.00
CONTRIBUTED SERVICES	71	39	11	398	643	39	1,062	1,624	1,011	1,162	...	3,736	...
NUMBER OF INSTITUTIONS	67	68	48	39	63	174	211	244	195	285	...	824	...
RANGE PAID													
LOWEST INTERVAL	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	...	-$5,000	...
FIRST QUARTILE	9,425	8,478	8,352	9,337	8,544	8,201	7,715	7,270	6,547	9,054	...	7,754	...
MEDIAN	11,290	10,049	9,815	11,435	10,246	9,657	9,014	8,428	7,882	10,790	...	9,114	...
THIRD QUARTILE	14,085	11,970	11,695	14,841	12,759	11,430	10,828	9,960	9,793	13,440	...	10,928	...
HIGHEST INTERVAL	32,000+	32,000+	32,000+	32,000+	32,000+	25,000	27,000	27,000	21,500	32,000+	...	27,000	...

TABLE 4.--ALL RANKS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME INSTRUCTIONAL PERSONNEL IN 1,109 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1967-68

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTHEAST	GREAT LAKES	PLAINS	SOUTHWEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS			
									PUBLIC	NON-PUBLIC	TOTAL	
											NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$32,000 AND OVER	1	4	2	1	4	3	...	5	13	7	20	.01
30,000-31,999	3	9	...	5	9	1	...	5	17	15	32	.02
28,000-29,999	24	14	1	18	4	5	...	22	35	53	88	.07
26,000-27,999	79	53	24	60	26	12	1	39	139	155	294	.23
24,000-25,999	132	162	50	114	41	34	10	77	289	331	620	.56
22,000-23,999	227	532	98	229	98	52	20	197	903	550	1,453	1.33
21,000-21,999	161	218	58	170	75	29	19	276	610	396	1,006	1.87
20,000-20,999	215	351	98	261	99	74	24	357	920	559	1,479	2.66
19,500-19,999	89	159	70	130	59	38	10	69	446	178	624	2.99
19,000-19,499	122	199	116	197	96	43	14	91	562	316	878	3.46
18,500-18,999	119	282	85	220	90	69	18	208	767	324	1,091	4.05
18,000-18,499	184	333	194	318	114	118	42	267	1,011	559	1,570	4.88
17,500-17,999	124	461	168	331	117	81	48	165	1,080	415	1,495	5.68
17,000-17,499	208	394	241	433	181	112	41	272	1,281	601	1,882	6.69
16,500-16,999	193	421	222	404	185	148	59	274	1,338	568	1,906	7.71
16,000-16,499	260	546	362	668	259	192	108	395	1,920	870	2,790	9.20
15,500-15,999	236	627	368	654	244	182	83	216	1,783	827	2,610	10.59
15,000-15,499	353	782	555	777	380	276	157	302	2,463	1,119	3,582	12.50
14,500-14,999	276	666	519	908	320	249	144	645	2,700	1,027	3,727	14.49
14,000-14,499	420	972	698	1,071	456	353	198	398	3,254	1,312	4,566	16.93
13,500-13,999	379	964	804	1,002	437	468	210	688	3,675	1,277	4,952	19.58
13,000-13,499	502	1,144	1,098	1,270	663	572	283	442	4,192	1,782	5,974	22.77
12,500-12,999	506	1,302	1,162	1,299	697	571	230	732	4,705	1,794	6,499	26.24
12,000-12,499	756	1,552	1,575	1,677	850	731	306	611	5,564	2,494	8,058	30.54
11,500-11,999	624	1,586	1,520	1,742	824	779	305	942	6,104	2,218	8,322	34.98
11,000-11,499	878	1,828	2,072	2,094	1,026	986	452	917	7,278	2,975	10,253	40.46
10,500-10,999	792	2,053	2,036	2,309	1,056	896	478	880	7,319	3,181	10,500	46.07
10,000-10,499	1,220	2,545	2,571	2,903	1,376	1,042	552	1,666	9,684	4,191	13,875	53.48
9,500- 9,999	1,057	2,642	2,447	2,819	1,339	1,092	571	1,794	9,483	4,278	13,761	60.82
9,000- 9,499	1,324	2,426	2,827	3,011	1,612	1,147	571	1,441	9,210	5,149	14,359	68.49
8,500- 8,999	1,092	2,364	2,733	2,456	1,321	848	455	807	7,299	4,777	12,076	74.94
8,000- 8,499	946	2,379	2,893	2,346	1,471	879	445	761	7,156	4,964	12,120	81.41
7,500- 7,999	789	2,069	2,788	2,182	1,481	811	385	607	6,488	4,624	11,112	87.35
7,000- 7,499	675	1,877	2,767	1,830	1,321	728	406	522	5,713	4,413	10,126	92.75
6,500- 6,999	430	1,319	2,254	1,282	796	538	225	434	3,900	3,378	7,278	96.64
6,000- 6,499	153	582	1,367	625	378	246	102	173	1,663	1,963	3,626	98.58
5,500- 5,999	36	129	650	202	147	112	19	82	635	742	1,377	99.31
5,000- 5,499	16	29	256	71	136	67	10	37	249	373	622	99.64
BELOW $5,000	46	78	232	98	101	84	7	11	138	519	657	100.00
TOTAL SALARIED INDIVIDUALS	15,647	36,053	37,981	38,187	19,889	14,668	7,008	17,827	121,986	65,274	187,260	100.00
CONTRIBUTED SERVICES	567	1,487	416	1,099	560	207	87	475	160	4,738	4,898	...
NUMBER OF INSTITUTIONS	101	218	232	208	136	71	32	111	357	752	1,109	...
RANGE PAID												
LOWEST INTERVAL	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	...
FIRST QUARTILE	8,876	8,617	7,853	8,685	8,208	8,619	8,668	9,355	8,812	8,031	8,496	...
MEDIAN	10,525	10,419	9,546	10,374	9,941	10,375	10,279	10,829	10,468	9,703	10,235	...
THIRD QUARTILE	13,394	13,122	11,695	12,882	12,313	12,513	12,446	13,872	12,883	12,243	12,679	...
HIGHEST INTERVAL	32,000+	32,000+	32,000+	32,000+	32,000+	32,000+	27,000	32,000+	32,000+	32,000+	32,000+	...

TABLE 5.--PROFESSORS, BY TYPE OF INSTITUTION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME PROFESSORS IN 1,053 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1967-68

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			ALL UNIVERSITIES		ALL COLLEGES	
	10,000 AND OVER	5,000- 9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500- 999	UNDER 500	NUMBER	CUMULATIVE PERCENT	NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$32,000 AND OVER	11	1	1	3	4	...	...	...	...	20	.05	...	...
30,000-31,999	15	2	...	13	2	...	...	...	...	32	.15	...	...
28,000-29,999	30	3	2	44	9	...	...	...	...	88	.40	...	...
26,000-27,999	119	13	7	133	20	...	1	1	...	292	1.24	2	.01
24,000-25,999	256	27	5	286	44	1	1	...	...	618	3.02	2	.03
22,000-23,999	795	43	12	439	99	49	11	...	...	1,388	7.02	60	.55
21,000-21,999	509	67	19	302	73	12	15	2	2	970	9.82	31	.82
20,000-20,999	769	96	29	409	120	15	22	2	1	1,423	13.92	40	1.17
19,500-19,999	397	28	5	129	36	9	11	...	...	595	15.64	20	1.34
19,000-19,499	466	45	14	222	60	20	26	4	...	807	17.96	50	1.78
18,500-18,999	651	61	24	218	59	19	29	13	2	1,013	20.88	63	2.33
18,000-18,499	785	117	31	359	103	38	53	11	18	1,395	24.90	120	3.37
17,500-17,999	648	103	25	255	78	72	48	17	2	1,109	28.10	139	4.58
17,000-17,499	871	128	37	336	111	168	82	18	13	1,483	32.38	281	7.03
16,500-16,999	941	167	49	320	106	53	72	26	1	1,583	36.94	152	8.35
16,000-16,499	1,235	240	72	453	156	179	123	30	8	2,156	43.15	340	11.31
15,500-15,999	1,008	212	63	371	156	205	140	39	27	1,810	48.37	411	14.88
15,000-15,499	1,282	319	110	449	178	293	199	57	21	2,338	55.11	570	19.84
14,500-14,999	1,357	409	132	350	170	228	232	54	17	2,418	62.08	531	24.46
14,000-14,499	1,177	421	149	389	189	320	242	88	24	2,325	68.78	674	30.33
13,500-13,999	1,021	457	210	274	170	431	219	98	14	2,132	74.93	762	36.96
13,000-13,499	929	563	218	299	203	432	316	142	44	2,212	81.30	934	45.09
12,500-12,999	627	429	183	220	150	371	298	127	28	1,609	85.94	824	52.26
12,000-12,499	612	444	197	220	153	454	347	189	47	1,626	90.63	1,037	61.28
11,500-11,999	390	367	153	87	127	378	262	125	30	1,124	93.87	795	68.20
11,000-11,499	312	306	124	86	128	286	289	197	37	956	96.63	809	75.24
10,500-10,999	103	174	69	42	84	167	214	186	44	472	97.99	611	80.56
10,000-10,499	75	115	29	45	65	130	174	192	38	329	98.93	534	85.20
9,500- 9,999	60	62	12	28	29	61	152	138	72	191	99.49	423	88.88
9,000- 9,499	20	22	4	16	29	48	138	123	52	91	99.75	361	92.02
8,500- 8,999	7	7	2	3	5	24	104	89	47	24	99.82	264	94.32
8,000- 8,499	5	2	1	7	7	5	95	73	48	22	99.88	221	96.25
7,500- 7,999	3	4	2	5	1	2	38	43	35	15	99.92	118	97.27
7,000- 7,499	1	2	...	1	1	...	27	43	26	5	99.94	96	98.11
6,500- 6,999	3	1	...	...	7	3	19	26	26	11	99.97	74	98.75
6,000- 6,499	...	2	...	...	1	...	20	12	14	3	99.98	46	99.15
5,500- 5,999	...	...	...	...	2	...	5	...	20	2	99.98	25	99.37
5,000- 5,499	2	...	...	...	...	...	...	2	7	2	99.99	9	99.45
BELOW $5,000	1	...	1	...	...	1	2	3	57	2	100.00	63	100.00
TOTAL SALARIED INDIVIDUALS	17,493	5,459	1,991	6,813	2,935	4,474	4,026	2,170	822	34,691	100.00	11,492	100.00
CONTRIBUTED SERVICES	19	6	2	93	148	4	226	394	189	268	...	813	...
NUMBER OF INSTITUTIONS	64	67	44	39	63	173	210	238	155	277	...	776	...
RANGE PAID													
LOWEST INTERVAL	-$5,000	$6,250	-$5,000	$7,250	$5,750	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	...	-$5,000	...
FIRST QUARTILE	14,086	12,339	12,256	14,476	12,816	12,015	11,032	9,966	8,214	13,495	...	11,017	...
MEDIAN	15,877	13,751	13,501	16,596	14,843	13,355	12,713	11,393	10,092	15,379	...	12,658	...
THIRD QUARTILE	18,274	15,482	15,033	19,712	17,380	15,025	14,626	13,210	12,795	17,986	...	14,455	...
HIGHEST INTERVAL	32,000+	32,000+	32,000+	32,000+	32,000+	25,000	27,000	27,000	21,500	32,000+	...	27,000	...

TABLE 6.--PROFESSORS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME PROFESSORS IN 1,053 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1967-68

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS			
									PUBLIC	NON-PUBLIC	TOTAL NUMBER	TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$32,000 AND OVER	1	4	2	1	4	3	...	5	13	7	20	.04
30,000-31,999	3	9	...	5	9	1	...	5	17	15	32	.11
28,000-29,999	24	14	1	18	4	5	...	22	35	53	88	.30
26,000-27,999	79	53	24	60	26	12	1	39	139	155	294	.94
24,000-25,999	132	162	50	114	41	34	10	77	289	331	620	2.28
22,000-23,999	227	531	97	229	96	52	20	196	899	549	1,448	5.41
21,000-21,999	161	216	58	170	72	29	19	276	607	394	1,001	7.58
20,000-20,999	214	348	98	261	90	74	24	354	909	554	1,463	10.75
19,500-19,999	88	159	70	128	53	38	10	69	439	176	615	12.08
19,000-19,499	121	195	115	196	82	43	14	91	545	312	857	13.94
18,500-18,999	118	280	83	216	87	69	17	206	755	321	1,076	16.27
18,000-18,499	180	323	183	311	98	117	39	264	971	544	1,515	19.55
17,500-17,999	118	272	161	316	104	78	39	160	848	400	1,248	22.25
17,000-17,499	189	361	229	416	160	109	36	264	1,204	560	1,764	26.07
16,500-16,999	167	373	211	372	161	134	54	263	1,210	525	1,735	29.82
16,000-16,499	208	497	325	610	216	170	95	375	1,726	770	2,496	35.23
15,500-15,999	186	516	317	584	199	155	69	195	1,488	733	2,221	40.04
15,000-15,499	268	580	444	677	308	234	139	258	2,004	904	2,908	46.34
14,500-14,999	202	475	412	739	227	186	119	589	2,126	823	2,949	52.72
14,000-14,499	274	495	483	747	318	245	160	277	2,067	932	2,999	59.21
13,500-13,999	180	540	518	628	263	319	157	289	2,119	775	2,894	65.48
13,000-13,499	203	556	667	577	352	355	199	237	2,142	1,004	3,146	72.29
12,500-12,999	136	383	607	405	292	308	137	165	1,610	823	2,433	77.56
12,000-12,499	130	454	713	445	336	309	126	150	1,707	956	2,663	83.33
11,500-11,999	78	305	611	247	235	251	95	97	1,288	631	1,919	87.48
11,000-11,499	78	181	719	226	228	201	58	74	1,028	737	1,765	91.30
10,500-10,999	46	121	466	132	156	90	33	39	513	570	1,083	93.65
10,000-10,499	44	49	355	93	159	104	19	40	349	514	863	95.52
9,500- 9,999	24	43	245	86	113	72	16	15	195	419	614	96.85
9,000- 9,499	24	22	179	53	62	45	19	48	94	358	452	97.83
8,500- 8,999	22	18	90	62	40	27	7	22	40	248	288	98.45
8,000- 8,499	16	8	66	57	38	18	4	36	13	230	243	98.98
7,500- 7,999	8	9	42	40	13	11	1	9	11	122	133	99.26
7,000- 7,499	7	8	27	23	27	3	...	6	3	98	101	99.48
6,500- 6,999	14	3	13	6	24	3	1	21	7	78	85	99.67
6,000- 6,499	10	4	4	5	22	...	1	3	2	47	49	99.77
5,500- 5,999	10	...	3	4	3	...	...	7	...	27	27	99.83
5,000- 5,499	...	...	2	2	6	...	...	1	2	9	11	99.85
BELOW $5,000	26	...	5	16	14	4	...	...	3	62	65	100.00
TOTAL SALARIED INDIVIDUALS	4,016	8,567	8,695	9,277	4,738	3,908	1,738	5,244	29,417	16,766	46,183	100.00
CONTRIBUTED SERVICES	164	294	71	252	124	52	18	106	31	1,050	1,081	...
NUMBER OF INSTITUTIONS	97	203	227	196	132	68	32	98	348	705	1,053	...
RANGE PAID												
LOWEST INTERVAL	-$5,000	$6,250	-$5,000	-$5,000	-$5,000	-$5,000	$6,250	$5,250	-$5,000	-$5,000	-$5,000	...
FIRST QUARTILE	13,856	13,480	11,471	13,362	12,066	12,239	12,699	14,094	13,114	12,022	12,743	...
MEDIAN	16,053	15,529	13,150	15,034	13,973	13,740	13,987	16,059	14,856	14,362	14,713	...
THIRD QUARTILE	19,190	18,236	15,331	17,146	16,274	15,971	15,591	18,570	17,131	17,160	17,140	...
HIGHEST INTERVAL	32,000+	32,000+	32,000+	32,000+	32,000+	32,000+	27,000	32,000+	32,000+	32,000+	32,000+	...

TABLE 7.--ASSOCIATE PROFESSORS, BY TYPE OF INSTITUTION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSOCIATE PROFESSORS IN 1,032 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1967-68

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			ALL UNIVERSITIES		ALL COLLEGES	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	CUMULATIVE PERCENT	NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$32,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...	...
22,000-23,999	2	...	...	...	...	...	...	...	...	2	...	...	...
21,000-21,999	2	...	...	2	...	...	...	...	...	4	.02	...	...
20,000-20,999	8	...	...	4	1	...	...	...	...	13	.06	...	...
19,500-19,999	7	...	...	2	...	...	...	...	...	9	.09	...	...
19,000-19,499	16	...	...	4	...	...	...	...	...	20	.15	...	...
18,500-18,999	8	...	...	2	1	...	...	...	...	11	.19	...	...
18,000-18,499	31	2	...	11	...	...	...	...	...	44	.34	...	...
17,500-17,999	200	3	1	13	...	24	...	...	...	217	1.06	24	.19
17,000-17,499	54	2	1	32	3	8	2	...	...	92	1.36	10	.27
16,500-16,999	101	7	2	30	6	7	1	1	...	146	1.84	9	.35
16,000-16,499	145	15	2	79	11	6	2	1	...	252	2.68	9	.42
15,500-15,999	226	13	8	76	10	27	5	1	...	333	3.78	33	.69
15,000-15,499	346	35	7	147	38	33	11	1	1	573	5.68	46	1.07
14,500-14,999	431	46	11	137	32	36	11	5	...	657	7.85	52	1.49
14,000-14,499	759	82	24	234	77	78	22	5	1	1,176	11.75	106	2.36
13,500-13,999	1,037	206	55	297	108	83	36	11	5	1,703	17.39	135	3.47
13,000-13,499	1,304	220	55	418	160	195	78	16	9	2,157	24.53	298	5.91
12,500-12,999	1,610	432	128	496	172	366	139	31	8	2,838	33.93	544	10.36
12,000-12,499	1,709	573	147	656	273	427	228	53	13	3,358	45.05	721	16.27
11,500-11,999	1,778	712	259	538	259	595	277	81	19	3,546	56.80	972	24.23
11,000-11,499	1,587	883	323	614	287	784	464	138	21	3,694	69.03	1,407	35.75
10,500-10,999	1,199	737	311	416	325	771	526	158	36	2,988	78.93	1,491	47.96
10,000-10,499	896	738	280	333	355	750	542	288	37	2,602	87.55	1,617	61.21
9,500- 9,999	559	468	303	166	235	518	486	303	34	1,731	93.28	1,341	72.19
9,000- 9,499	252	353	120	130	163	334	373	312	47	1,018	96.65	1,066	80.92
8,500- 8,999	111	144	45	56	95	238	263	269	38	451	98.14	808	87.54
8,000- 8,499	125	93	23	28	57	100	221	166	61	326	99.22	548	92.03
7,500- 7,999	86	31	9	11	16	53	187	147	38	153	99.73	425	95.51
7,000- 7,499	17	9	5	9	13	10	82	111	51	53	99.91	254	97.59
6,500- 6,999	3	2	2	6	7	4	44	60	27	20	99.97	135	98.69
6,000- 6,499	1	...	...	1	...	1	33	31	28	2	99.98	93	99.45
5,500- 5,999	1	1	...	...	...	...	13	5	19	2	99.99	37	99.76
5,000- 5,499	...	...	...	1	...	...	1	2	6	1	99.99	9	99.83
BELOW $5,000	2	...	...	...	...	1	...	2	17	2	100.00	20	100.00
TOTAL SALARIED INDIVIDUALS	14,613	5,807	2,121	4,949	2,704	5,449	4,047	2,198	516	30,194	100.00	12,210	100.00
CONTRIBUTED SERVICES	15	2	...	86	165	1	222	356	180	268	...	759	...
NUMBER OF INSTITUTIONS	64	67	44	39	63	174	210	234	137	277	...	755	...
RANGE PAID													
LOWEST INTERVAL	-$5,000	$5,750	$6,750	$5,250	$6,750	-$5,000	$5,250	-$5,000	-$5,000	-$5,000	...	-$5,000	...
FIRST QUARTILE	11,126	10,238	10,042	11,065	10,127	10,069	9,225	8,547	7,314	10,699	...	9,339	...
MEDIAN	12,202	11,185	10,940	12,126	11,150	10,964	10,296	9,490	8,645	11,790	...	10,423	...
THIRD QUARTILE	13,393	12,161	11,828	13,300	12,396	11,939	11,285	10,418	10,284	12,975	...	11,467	...
HIGHEST INTERVAL	23,000	18,250	17,750	21,500	20,500	17,750	17,250	16,750	15,250	23,000	...	17,750	...

TABLE 8.--ASSOCIATE PROFESSORS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSOCIATE PROFESSORS IN 1,032 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1967-68

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS			
									PUBLIC	NON-PUBLIC	TOTAL	
											NUMBER	CUMULA-TIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$32,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...
22,000-23,999	...	...	...	...	2	...	...	...	2	...	2	...
21,000-21,999	...	2	...	...	2	...	...	...	2	2	4	.01
20,000-20,999	1	3	...	...	8	...	...	1	8	5	13	.04
19,500-19,999	1	...	...	2	6	...	...	...	7	2	9	.06
19,000-19,499	1	4	1	1	13	...	...	...	16	4	20	.11
18,500-18,999	1	1	2	3	2	...	1	1	8	3	11	.13
18,000-18,499	4	7	10	6	13	1	2	1	33	11	44	.24
17,500-17,999	6	188	7	14	12	2	9	3	228	13	241	.81
17,000-17,499	18	29	8	15	18	3	4	7	65	37	102	1.05
16,500-16,999	24	44	11	31	19	14	5	7	117	38	155	1.41
16,000-16,499	50	45	34	56	29	20	12	15	168	93	261	2.03
15,500-15,999	50	109	49	66	39	25	14	14	274	92	366	2.89
15,000-15,499	82	188	105	96	54	37	18	39	421	198	619	4.35
14,500-14,999	69	183	99	154	79	54	20	51	524	185	709	6.02
14,000-14,499	128	326	191	295	105	96	30	111	943	339	1,282	9.05
13,500-13,999	183	345	255	344	147	136	47	381	1,381	457	1,838	13.38
13,000-13,499	244	527	355	630	249	192	72	186	1,774	681	2,455	19.17
12,500-12,999	292	740	434	799	298	205	84	530	2,536	846	3,382	27.15
12,000-12,499	493	798	609	1,002	347	304	140	386	2,856	1,223	4,079	36.77
11,500-11,999	332	856	562	1,075	397	381	157	758	3,344	1,174	4,518	47.42
11,000-11,499	489	1,023	824	1,114	449	513	298	391	3,577	1,524	5,101	59.45
10,500-10,999	289	985	830	869	393	412	276	425	3,018	1,461	4,479	70.01
10,000-10,499	280	897	1,030	650	425	330	228	379	2,664	1,555	4,219	79.96
9,500- 9,999	180	732	837	421	341	248	153	160	1,848	1,224	3,072	87.21
9,000- 9,499	120	277	754	279	304	155	78	117	1,059	1,025	2,084	92.12
8,500- 8,999	53	116	516	151	193	129	24	77	538	721	1,259	95.09
8,000- 8,499	29	72	439	102	104	63	19	46	341	533	874	97.15
7,500- 7,999	25	24	244	88	59	59	11	68	179	399	578	98.51
7,000- 7,499	10	21	113	55	26	35	1	46	41	266	307	99.24
6,500- 6,999	5	10	57	31	17	12	4	19	11	144	155	99.60
6,000- 6,499	1	6	23	21	17	10	...	17	2	93	95	99.83
5,500- 5,999	...	1	4	4	12	3	1	14	2	37	39	99.92
5,000- 5,499	...	...	3	...	2	1	...	4	...	10	10	99.94
BELOW $5,000	...	1	6	10	2	3	...	...	3	19	22	100.00
TOTAL SALARIED INDIVIDUALS	3,460	8,560	8,412	8,384	4,183	3,443	1,708	4,254	27,990	14,414	42,404	100.00
CONTRIBUTED SERVICES	99	327	83	255	109	46	14	94	18	1,009	1,027	...
NUMBER OF INSTITUTIONS	92	202	227	188	129	68	32	94	349	683	1,032	...
RANGE PAID												
LOWEST INTERVAL	$6,250	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	$5,750	$5,250	-$5,000	-$5,000	-$5,000	...
FIRST QUARTILE	10,780	10,491	9,463	10,663	9,954	10,216	10,298	10,637	10,551	9,646	10,250	...
MEDIAN	11,875	11,567	10,608	11,685	11,219	11,255	11,099	11,740	11,606	10,904	11,393	...
THIRD QUARTILE	12,995	12,906	12,055	12,760	12,583	12,375	12,111	12,767	12,798	12,256	12,635	...
HIGHEST INTERVAL	20,500	21,500	19,250	19,750	23,000	18,250	18,750	20,500	23,000	21,500	23,000	...

TABLE 9.--ASSISTANT PROFESSORS: BY TYPE OF INSTITUTION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSISTANT PROFESSORS IN 1,030 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1967-68

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	5,000-9,999	UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	500-999	UNDER 500	ALL UNIVERSITIES NUMBER	CUMULATIVE PERCENT	ALL COLLEGES NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$32,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...	...
22,000-23,999	...	...	...	...	1	...	...	...	...	1	...	...	...
21,000-21,999	1	...	...	...	...	...	...	...	...	1	...	...	...
20,000-20,999	1	...	...	...	...	...	...	...	...	1	...	...	...
19,500-19,999	...	...	...	...	...	...	...	...	...	...	...	...	...
19,000-19,499	1	...	...	...	...	...	...	...	...	1	.01	...	...
18,500-18,999	2	...	...	...	...	...	...	...	...	2	.01	...	...
18,000-18,499	4	...	...	1	1	...	...	...	...	6	.02	...	...
17,500-17,999	2	...	...	2	...	...	...	...	...	4	.03	...	...
17,000-17,499	4	4	1	2	...	...	...	...	...	11	.06	...	...
16,500-16,999	4	...	...	3	1	...	...	...	...	8	.08	...	...
16,000-16,499	16	...	1	4	...	...	...	...	...	21	.13	...	...
15,500-15,999	12	...	1	...	1	...	...	...	...	14	.16	...	...
15,000-15,499	27	1	...	8	5	...	...	...	...	41	.26	...	...
14,500-14,999	38	2	...	3	9	1	...	...	...	52	.39	1	...
14,000-14,499	201	6	...	25	12	22	1	1	...	244	.98	24	.12
13,500-13,999	128	9	...	31	9	11	...	...	...	177	1.40	11	.18
13,000-13,499	200	24	4	69	7	25	6	1	1	304	2.13	33	.35
12,500-12,999	387	55	11	87	15	66	7	1	1	555	3.47	75	.73
12,000-12,499	756	100	26	189	52	58	28	7	5	1,123	6.18	98	1.23
11,500-11,999	1,030	206	40	263	83	95	35	6	3	1,622	10.09	139	1.94
11,000-11,499	1,758	375	114	424	136	283	80	24	11	2,807	16.85	398	3.98
10,500-10,999	2,153	579	177	611	227	693	182	49	17	3,747	25.87	941	8.78
10,000-10,499	3,433	1,349	413	963	503	1,077	403	89	27	6,661	41.92	1,596	16.94
9,500- 9,999	3,581	1,531	499	1,048	472	1,196	697	206	25	7,131	59.10	2,124	27.79
9,000- 9,499	3,068	1,561	626	1,114	638	1,471	1,108	426	42	7,007	75.98	3,047	43.36
8,500- 8,999	1,442	1,161	491	672	473	1,460	1,213	549	90	4,239	86.20	3,312	60.28
8,000- 8,499	812	933	442	368	479	1,256	997	693	67	3,034	93.51	3,013	75.68
7,500- 7,999	413	428	201	157	262	721	759	562	90	1,461	97.02	2,132	86.57
7,000- 7,499	233	169	61	91	122	266	473	436	113	676	98.65	1,288	93.15
6,500- 6,999	206	45	56	33	43	59	307	251	66	383	99.58	683	96.64
6,000- 6,499	41	18	15	30	19	17	160	122	50	123	99.87	349	98.43
5,500- 5,999	24	2	...	5	7	3	75	62	30	38	99.96	170	99.30
5,000- 5,499	7	3	...	...	...	...	33	23	21	10	99.99	77	99.69
BELOW $5,000	2	1	...	...	...	3	19	6	32	3	100.00	60	100.00
TOTAL SALARIED INDIVIDUALS	19,987	8,562	3,179	6,203	3,577	8,783	6,583	3,514	691	41,508	100.00	19,571	100.00
CONTRIBUTED SERVICES	26	21	9	182	229	22	358	465	192	467	...	1,037	...
NUMBER OF INSTITUTIONS	64	67	48	39	63	174	210	238	127	281	...	749	...
RANGE PAID													
LOWEST INTERVAL	-$5,000	-$5,000	$6,250	$5,750	$5,750	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	...	-$5,000	...
FIRST QUARTILE	9,296	8,733	8,520	9,087	8,461	8,449	7,881	7,475	6,801	9,029	...	8,022	...
MEDIAN	10,024	9,487	9,258	9,801	9,301	9,206	8,693	8,213	7,686	9,765	...	8,804	...
THIRD QUARTILE	10,901	10,211	9,993	10,640	10,167	10,063	9,407	8,938	8,774	10,549	...	9,629	...
HIGHEST INTERVAL	21,500	17,250	17,250	18,250	23,000	14,750	14,250	14,250	13,250	23,000	...	14,750	...

TABLE 10.--ASSISTANT PROFESSORS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME ASSISTANT PROFESSORS IN 1,030 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1967-68

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS			
									PUBLIC	NON-PUBLIC	TOTAL NUMBER	TOTAL CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$32,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...
22,000-23,999	...	...	1	...	...	...	...	...	...	1	1	...
21,000-21,999	...	...	...	...	1	...	...	...	1	...	1	...
20,000-20,999	...	...	...	...	1	...	...	...	1	...	1	...
19,500-19,999	...	...	...	...	...	...	...	...	...	...	...	...
19,000-19,499	...	...	...	...	1	...	...	...	1	...	1	...
18,500-18,999	...	...	...	...	1	...	...	1	2	...	2	.01
18,000-18,499	...	1	1	...	3	...	1	...	4	2	6	.02
17,500-17,999	...	1	...	1	1	1	...	...	2	2	4	.02
17,000-17,499	...	2	4	1	3	...	...	1	9	2	11	.04
16,500-16,999	1	2	...	1	4	...	...	...	4	4	8	.05
16,000-16,499	...	3	2	1	12	1	1	1	17	4	21	.09
15,500-15,999	...	1	2	3	4	1	...	3	13	1	14	.11
15,000-15,499	2	10	5	2	18	4	...	...	28	13	41	.18
14,500-14,999	4	4	7	12	12	7	5	2	41	12	53	.26
14,000-14,499	18	149	22	25	33	9	7	5	229	39	268	.70
13,500-13,999	14	75	30	22	24	11	6	6	148	40	188	1.01
13,000-13,499	52	50	74	58	56	23	12	12	253	84	337	1.56
12,500-12,999	73	168	118	91	99	53	7	21	519	111	630	2.59
12,000-12,499	129	260	247	220	158	112	37	58	940	281	1,221	4.59
11,500-11,999	213	362	336	400	181	140	52	77	1,371	390	1,761	7.48
11,000-11,499	305	557	519	715	334	270	91	414	2,530	675	3,205	12.72
10,500-10,999	437	881	711	1,238	474	386	166	395	3,602	1,086	4,688	20.40
10,000-10,499	858	1,456	1,125	2,040	719	577	288	1,194	6,272	1,985	8,257	33.92
9,500- 9,999	740	1,668	1,293	2,127	779	720	381	1,547	6,807	2,448	9,255	49.07
9,000- 9,499	916	1,792	1,724	2,187	1,001	823	440	1,171	6,726	3,328	10,054	65.53
8,500- 8,999	619	1,608	1,839	1,378	727	509	343	528	4,554	2,997	7,551	77.89
8,000- 8,499	364	1,195	1,741	946	752	411	246	392	3,443	2,604	6,047	87.79
7,500- 7,999	225	650	1,241	456	516	206	110	189	1,763	1,830	3,593	93.68
7,000- 7,499	94	242	853	286	184	128	58	119	729	1,235	1,964	96.89
6,500- 6,999	27	88	534	151	84	90	26	66	366	700	1,066	98.64
6,000- 6,499	7	19	263	54	22	62	13	32	91	381	472	99.41
5,500- 5,999	6	1	113	41	22	10	...	15	29	179	208	99.75
5,000- 5,499	...	3	36	4	24	3	1	16	10	77	87	99.89
BELOW $5,000	6	1	11	10	15	18	...	2	6	57	63	100.00
TOTAL SALARIED INDIVIDUALS	5,110	11,249	12,852	12,470	6,265	4,575	2,291	6,267	40,511	20,568	61,079	100.00
CONTRIBUTED SERVICES	190	526	119	266	160	56	32	155	78	1,426	1,504	...
NUMBER OF INSTITUTIONS	93	202	228	189	125	68	32	93	353	677	1,030	...
RANGE PAID												
LOWEST INTERVAL	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	$5,250	-$5,000	-$5,000	-$5,000	-$5,000	...
FIRST QUARTILE	8,943	8,691	8,047	8,924	8,465	8,712	8,673	9,089	8,905	8,131	8,617	...
MEDIAN	9,697	9,508	8,944	9,670	9,393	9,519	9,396	9,695	9,686	9,034	9,472	...
THIRD QUARTILE	10,483	10,402	9,997	10,420	10,398	10,391	10,174	10,261	10,467	9,916	10,330	...
HIGHEST INTERVAL	16,750	18,250	23,000	17,750	21,500	17,750	18,250	18,750	21,500	23,000	23,000	...

TABLE 11.—INSTRUCTORS, BY TYPE OF INSTITUTION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME INSTRUCTORS IN 1,029 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, 1967-68

SALARY INTERVAL	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			ALL UNIVERSITIES		ALL COLLEGES	
500	10,000 AND OVER PERCENT	5,000-9,999	UNDER 5,000 PERCENT	5,000	UNDER		1,000 AND OVER	500-999	UNDER	NUMBER	CUMULATIVE	NUMBER	CUMULATIVE
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$32,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...	...
22,000-23,999	...	...	...	...	...	...	...	...	...	...	...	...	...
21,000-21,999	...	...	...	...	...	...	...	...	...	...	...	...	...
20,000-20,999	...	...	...	...	...	...	...	...	...	...	...	...	...
19,500-19,999	...	...	...	...	...	...	...	...	...	...	...	...	...
19,000-19,499	...	...	...	...	...	...	...	...	...	...	...	...	...
18,500-18,999	...	...	...	...	...	...	...	...	...	...	...	...	...
18,000-18,499	...	...	...	...	...	...	...	...	...	...	...	...	...
17,500-17,999	...	...	...	...	...	...	...	...	...	...	...	...	...
17,000-17,499	...	...	...	1	...	...	...	...	...	1	...	...	...
16,500-16,999	1	...	...	...	...	...	...	...	...	1	...	...	...
16,000-16,499	1	...	...	...	...	...	...	...	...	1	.01	...	...
15,500-15,999	2	...	...	...	...	...	...	...	...	2	.02	...	...
15,000-15,499	1	...	...	1	...	...	...	...	...	2	.03	...	...
14,500-14,999	2	...	...	...	...	...	...	...	...	2	.04	...	...
14,000-14,499	1	...	...	1	...	...	...	...	...	2	.05	...	...
13,500-13,999	3	...	1	2	...	1	...	...	...	6	.08	1	...
13,000-13,499	7	...	...	2	1	...	1	...	1	10	.12	2	.02
12,500-12,999	12	1	...	2	1	1	...	...	...	16	.20	1	.03
12,000-12,499	16	1	1	5	1	...	...	...	3	24	.31	3	.05
11,500-11,999	40	2	...	10	...	3	2	...	1	52	.56	6	.09
11,000-11,499	45	4	1	9	3	3	3	1	...	62	.85	7	.15
10,500-10,999	73	10	3	17	7	16	7	4	2	110	1.37	29	.37
10,000-10,499	166	29	8	43	5	49	20	1	14	251	2.55	84	1.01
9,500- 9,999	277	83	19	67	29	74	28	10	4	475	4.79	116	1.89
9,000- 9,499	599	204	74	163	53	205	100	31	23	1,093	9.95	359	4.62
8,500- 8,999	908	409	188	280	148	386	213	74	22	1,933	19.07	695	9.91
8,000- 8,499	1,348	691	356	452	263	754	534	203	38	3,110	33.74	1,529	21.53
7,500- 7,999	1,435	1,129	495	554	354	1,278	869	375	65	3,967	52.45	2,587	41.21
7,000- 7,499	1,573	1,381	472	647	449	1,393	947	573	93	4,522	73.78	3,006	64.07
6,500- 6,999	1,231	947	297	360	330	839	906	627	150	3,165	88.71	2,522	83.26
6,000- 6,499	707	304	102	198	167	322	433	458	99	1,478	95.68	1,312	93.23
5,500- 5,999	373	82	10	103	55	95	133	116	62	623	98.62	406	96.32
5,000- 5,499	129	50	2	23	19	21	66	91	52	223	99.67	230	98.07
BELOW $5,000	43	16	...	4	6	11	83	76	83	69	100.00	253	100.00
TOTAL SALARIED INDIVIDUALS	8,993	5,343	2,029	2,944	1,891	5,451	4,345	2,640	712	21,200	100.00	13,148	100.00
CONTRIBUTED SERVICES	10	10	...	37	97	12	245	395	432	154	...	1,084	...
NUMBER OF INSTITUTIONS	64	67	44	39	63	169	208	236	139	277	...	752	...
RANGE PAID													
LOWEST INTERVAL	-$5,000	-$5,000	$5,250	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	...	-$5,000	...
FIRST QUARTILE	6,905	6,967	7,102	7,037	6,842	7,027	6,705	6,412	5,847	6,959	...	6,715	...
MEDIAN	7,653	7,461	7,633	7,624	7,410	7,517	7,291	6,962	6,700	7,566	...	7,308	...
THIRD QUARTILE	8,465	8,071	8,202	8,353	8,073	8,086	7,897	7,552	7,473	8,298	...	7,912	...
HIGHEST INTERVAL	16,750	12,750	13,750	17,250	13,250	13,750	13,250	11,250	13,250	17,250	...	13,750	...

TABLE 12.--INSTRUCTORS, BY GEOGRAPHIC REGION. DISTRIBUTION OF SALARIES PAID TO FULL-TIME INSTRUCTORS IN 1,029 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1967-68

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ALL REGIONS			
									PUBLIC	NON-PUBLIC	TOTAL	
											NUMBER	CUMULATIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
$32,000 AND OVER	...	...	...	...	...	...	...	...	...	...	...	...
30,000-31,999	...	...	...	...	...	...	...	...	...	...	...	...
28,000-29,999	...	...	...	...	...	...	...	...	...	...	...	...
26,000-27,999	...	...	...	...	...	...	...	...	...	...	...	...
24,000-25,999	...	...	...	...	...	...	...	...	...	...	...	...
22,000-23,999	...	...	...	...	...	...	...	...	...	...	...	...
21,000-21,999	...	...	...	...	...	...	...	...	...	...	...	...
20,000-20,999	...	...	...	...	...	...	...	...	...	...	...	...
19,500-19,999	...	...	...	...	...	...	...	...	...	...	...	...
19,000-19,499	...	...	...	...	...	...	...	...	...	...	...	...
18,500-18,999	...	...	...	...	...	...	...	...	...	...	...	...
18,000-18,499	...	...	...	...	...	...	...	...	...	...	...	...
17,500-17,999	...	...	...	...	...	...	...	...	...	...	...	...
17,000-17,499	...	1	...	...	...	...	...	...	...	1	1	...
16,500-16,999	...	...	...	...	1	...	...	...	1	...	1	...
16,000-16,499	...	...	...	...	1	...	...	...	1	...	1	...
15,500-15,999	...	...	...	...	2	...	...	...	2	...	2	.01
15,000-15,499	...	1	1	...	...	...	...	...	1	1	2	.02
14,500-14,999	...	...	...	...	2	...	...	...	2	...	2	.02
14,000-14,499	...	1	...	1	...	...	...	...	1	1	2	.03
13,500-13,999	...	2	...	2	2	...	...	1	5	2	7	.05
13,000-13,499	...	4	1	2	5	...	...	...	7	5	12	.08
12,500-12,999	1	4	2	1	8	...	1	...	14	3	17	.13
12,000-12,499	...	10	2	3	9	...	2	1	18	9	27	.21
11,500-11,999	...	33	5	10	9	1	...	...	45	13	58	.38
11,000-11,499	3	16	3	23	15	1	5	3	53	16	69	.58
10,500-10,999	14	28	12	41	33	3	3	5	102	37	139	.99
10,000-10,499	28	63	36	87	70	21	11	19	252	83	335	1.96
9,500- 9,999	96	100	60	136	104	42	19	34	453	138	591	3.68
9,000- 9,499	244	208	155	404	231	114	32	64	1,082	370	1,452	7.91
8,500- 8,999	381	488	283	758	353	176	77	112	1,891	737	2,628	15.56
8,000- 8,499	508	941	630	1,177	567	381	170	265	3,149	1,490	4,639	29.07
7,500- 7,999	513	1,243	1,247	1,548	885	531	262	325	4,337	2,217	6,554	48.15
7,000- 7,499	536	1,527	1,754	1,412	1,064	557	344	334	4,819	2,709	7,528	70.06
6,500- 6,999	375	1,049	1,633	1,040	655	428	188	319	3,314	2,373	5,687	86.62
6,000- 6,499	130	446	1,054	503	288	166	87	116	1,435	1,355	2,790	94.74
5,500- 5,999	16	108	519	133	102	92	17	42	560	469	1,029	97.74
5,000- 5,499	13	19	191	60	88	58	8	16	202	251	453	99.06
BELOW $5,000	14	25	150	29	42	47	7	8	70	252	322	100.00
TOTAL SALARIED INDIVIDUALS	2,872	6,317	7,738	7,370	4,536	2,618	1,233	1,664	21,816	12,532	34,348	100.00
CONTRIBUTED SERVICES	110	328	129	315	161	52	23	120	32	1,206	1,238	...
NUMBER OF INSTITUTIONS	92	202	228	195	126	67	30	89	344	685	1,029	...
RANGE PAID												
LOWEST INTERVAL	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	-$5,000	...
FIRST QUARTILE	7,159	6,968	6,506	7,027	6,969	6,841	7,002	6,867	6,981	6,670	6,851	...
MEDIAN	7,843	7,495	7,092	7,664	7,516	7,465	7,450	7,496	7,559	7,289	7,458	...
THIRD QUARTILE	8,564	8,170	7,701	8,341	8,245	8,111	8,035	8,166	8,258	7,949	8,151	...
HIGHEST INTERVAL	12,750	17,250	15,250	14,250	16,750	11,750	12,750	13,750	16,750	17,250	17,250	...

TABLE 13.--LECTURERS, BY TYPE OF INSTITUTION AND GEOGRAPHIC REGION: SALARIES PAID TO 3,246 FULL-TIME LECTURERS IN 252 COLLEGES AND UNIVERSITIES GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, 1967-68

Item	Lowest interval	First quartile	Median	Third quartile	Highest interval	Number of institutions	Number of salaried full-time faculty
1	2	3	4	5	6	7	8
TOTAL	$-5,000	$6,976	$8,501	$ 9,818	$23,000	252	3,246
Type of institution							
Public universities (by enrollment)							
10,000 or more	-5,000	7,392	8,798	9,976	23,000	28	1,544
5,000-9,999	5,250	7,232	9,300	10,817	20,500	20	182
Under 5,000	-5,000	7,083	8,925	10,125	18,250	11	162
Nonpublic universities (by enrollment)							
5,000 or more	-5,000	6,974	8,430	10,029	18,250	14	404
Under 5,000	5,250	7,717	8,912	10,107	18,250	36	158
Public colleges	-5,000	7,523	8,259	9,304	23,000	27	364
Nonpublic colleges (by enrollment)							
1,000 or more	-5,000	6,375	7,350	8,531	16,250	52	231
500-999	-5,000	5,325	7,125	8,375	14,750	41	94
Under 500	-5,000	4,667	4,834	5,031	11,750	23	107
Geographic region							
New England	5,250	7,469	8,474	9,757	17,250	30	189
Mideast	-5,000	6,962	8,322	9,606	23,000	50	1,360
Southeast	-5,000	5,229	7,175	9,792	16,250	41	284
Great Lakes	-5,000	7,162	8,598	9,486	18,750	52	686
Plains	-5,000	5,430	6,578	8,013	16,250	29	167
Southwest	-5,000	6,438	9,150	10,900	16,250	14	124
Rocky Mountain	5,250	7,083	8,500	10,125	17,250	8	38
Far West	-5,000	8,688	9,711	11,393	23,000	28	398
Groups of institutions							
All universities	-5,000	7,276	8,791	10,092	23,000	109	2,450
All colleges	-5,000	6,047	7,661	8,767	23,000	143	796
All public	-5,000	7,384	8,730	9,958	23,000	86	2,252
All nonpublic	-5,000	6,365	7,830	9,357	18,250	166	994

TABLE 14.--INSTRUCTORS AND LECTURERS COMBINED, BY TYPE OF INSTITUTION AND GEOGRAPHIC REGION: SALARIES PAID TO 37,594 FULL-TIME FACULTY HAVING RANK OF INSTRUCTOR OR LECTURER IN 1,091 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, FOR NINE MONTHS OF SERVICE, 1967-68

Item	Lowest interval	First quartile	Median	Third quartile	Highest interval	Number of institu- tions	Number of salaried full-time faculty
1	2	3	4	5	6	7	8
TOTAL	$-5,000	$6,857	$7,496	$8,255	$23,000	1,091	37,594
Type of institution							
Public universities (by enrollment)							
10,000 or more	-5,000	6,937	7,761	8,685	23,000	64	10,537
5,000-9,999	-5,000	6,970	7,475	8,125	20,500	67	5,525
Under 5,000	-5,000	7,102	7,663	8,286	18,250	44	2,191
Nonpublic universities (by enrollment)							
5,000 or more	-5,000	7,033	7,669	8,462	18,250	39	3,348
Under 5,000	-5,000	6,875	7,463	8,194	18,250	63	2,049
Public colleges	-5,000	7,036	7,552	8,154	23,000	172	5,815
Nonpublic colleges (by enrollment)							
1,000 or more	-5,000	6,696	7,293	7,918	16,250	210	4,576
500-999	-5,000	6,394	6,964	7,570	14,750	243	2,734
Under 500	-5,000	5,373	6,577	7,370	13,250	189	819
Geographic region							
New England	-5,000	7,174	7,874	8,619	17,250	100	3,061
Mideast	-5,000	6,967	7,584	8,347	23,000	215	7,677
Southeast	-5,000	6,488	7,093	7,722	16,250	232	8,022
Great Lakes	-5,000	7,032	7,701	8,427	18,750	208	8,056
Plains	-5,000	6,928	7,498	8,241	16,750	134	4,703
Southwest	-5,000	6,835	7,483	8,170	16,250	70	2,742
Rocky Mountain	-5,000	7,003	7,460	8,077	17,250	32	1,271
Far West	-5,000	6,993	7,735	8,632	23,000	100	2,062
Groups of institutions							
All universities	-5,000	6,974	7,629	8,427	23,000	277	23,650
All colleges	-5,000	6,703	7,317	7,941	23,000	814	13,944
All public	-5,000	6,995	7,615	8,376	23,000	347	24,068
All nonpublic	-5,000	6,659	7,303	8,001	18,250	744	13,526

TABLE 15.--INSTITUTIONS BY MEDIAN SALARIES (PROFESSORS) DISTRIBUTION OF 4-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME PROFESSORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT, 1967-68

NUMBER OF INSTITUTIONS WHOSE MEDIAN SALARY FALLS IN EACH SALARY INTERVAL

MEDIAN SALARY PAID	PUBLIC UNIVERSITIES, BY ENROLLMENT			NONPUBLIC UNIVERSITIES, BY ENROLLMENT		PUBLIC COLLEGES	NONPUBLIC COLLEGES, BY ENROLLMENT			TOTAL
	10,000 AND OVER	5,000- 9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500- 999	UNDER 500	
1	2	3	4	5	6	7	8	9	10	11
$22,000-22,999	1	...	...	...	...	...	...	...	...	1
21,000-21,999	...	...	...	1	...	...	...	...	...	1
20,000-20,999	2	...	...	...	1	1	...	...	...	4
19,000-19,999	1	...	...	1	1	...	...	...	...	3
18,000-18,999	3	1	1	5	2	1	...	...	1	14
17,000-17,999	4	1	1	1	3	2	4	...	...	16
16,000-16,999	2	...	...	3	...	...	...	...	1	6
16,000-16,499	11	1	1	1	1	5	1	1	1	23
15,500-15,999	6	2	...	7	4	2	6	4	1	32
15,000-15,499	11	3	3	5	4	11	7	2	2	48
14,500-14,999	9	10	1	5	2	13	15	3	4	62
14,000-14,499	3	7	7	5	4	12	10	4	1	53
13,500-13,999	7	6	5	1	8	16	13	8	2	66
13,000-13,499	1	11	9	1	9	18	16	13	1	79
12,500-12,999	1	5	4	1	9	12	16	7	1	56
12,000-12,499	1	8	8	1	3	22	28	19	7	97
11,500-11,999	1	7	1	1	3	18	13	16	1	61
11,000-11,499	...	5	1	...	4	8	20	15	3	56
10,500-10,999	...	...	2	...	3	10	10	16	4	45
10,000-10,499	...	...	...	...	1	8	12	16	2	39
9,500- 9,999	...	...	...	...	...	3	6	10	7	26
9,000- 9,499	...	...	...	...	...	1	8	12	3	24
8,500- 8,999	...	...	...	...	...	...	7	12	3	22
8,000- 8,499	...	...	...	...	...	...	3	8	3	14
7,500- 7,999	...	...	...	...	...	...	1	2	4	7
7,000- 7,499	...	...	...	...	...	...	...	2	2	4
6,500- 6,999	...	...	...	...	1	...	1	...	2	4
...										
5,500- 5,999	...	...	...	...	...	...	...	...	2	2
...										
BELOW $5,000	...	...	...	...	...	...	...	...	3	3
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 PROFESSORS ...	64	67	44	39	63	163	197	170	61	868

TABLE 16.--INSTITUTIONS BY MEDIAN SALARIES (ASSOCIATE PROFESSORS) DISTRIBUTION OF 4-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME ASSOCIATE PROFESSORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT, 1967-68

NUMBER OF INSTITUTIONS WHOSE MEDIAN SALARY FALLS IN EACH SALARY INTERVAL

MEDIAN SALARY PAID	PUBLIC UNIVERSITIES, BY ENROLLMENT			NONPUBLIC UNIVERSITIES, BY ENROLLMENT		PUBLIC COLLEGES	NONPUBLIC COLLEGES, BY ENROLLMENT			TOTAL
	10,000 AND OVER	5,000- 9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500- 999	UNDER 500	
1	2	3	4	5	6	7	8	9	10	11
$15,500-15,999	1	...	...	...	...	1	...	...	...	2
15,000-15,499	1	...	...	...	...	1	...	...	...	2
14,500-14,999	1	...	...	...	...	...	...	...	...	1
14,000-14,499	...	...	...	1	...	2	...	...	...	3
13,500-13,999	1	...	1	1	...	1	...	...	...	4
13,000-13,499	3	...	...	1	6	2	1	1	2	16
12,500-12,999	11	5	3	5	...	3	1	...	1	29
12,000-12,499	19	5	...	10	4	7	4	3	1	53
11,500-11,999	15	9	3	10	9	22	12	5	1	86
11,000-11,499	5	20	13	5	7	33	27	8	3	121
10,500-10,999	5	11	10	4	16	27	32	16	1	122
10,000-10,499	1	9	8	1	9	24	38	29	2	121
9,500- 9,999	...	5	4	...	6	13	29	27	2	86
9,000- 9,499	1	3	2	1	...	18	21	32	4	82
8,500- 8,999	...	...	...	...	5	11	10	25	4	55
8,000- 8,499	...	...	...	...	1	2	16	16	1	36
7,500- 7,999	...	...	...	...	...	2	5	14	5	26
7,000- 7,499	...	...	...	...	...	...	1	5	4	10
6,500- 6,999	...	...	...	...	...	...	4	2	4	10
6,000- 6,499	...	...	...	...	...	...	1	1	1	3
5,500- 5,999	...	...	...	...	...	...	...	...	1	1
...										
BELOW $5,000	...	...	...	...	...	...	...	...	1	1
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 ASSOCIATE PROFESSORS ...	64	67	44	39	63	169	202	184	38	870

TABLE 17.--INSTITUTIONS BY MEDIAN SALARIES (ASSISTANT PROFESSORS) DISTRIBUTION OF 4-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME ASSISTANT PROFESSORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT, 1967-68

MEDIAN SALARY PAID	NUMBER OF INSTITUTIONS WHOSE MEDIAN SALARY FALLS IN EACH SALARY INTERVAL									TOTAL
	PUBLIC UNIVERSITIES, BY ENROLLMENT			NONPUBLIC UNIVERSITIES, BY ENROLLMENT		PUBLIC COLLEGES	NONPUBLIC COLLEGES, BY ENROLLMENT			
	10,000 AND OVER	5,000- 9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500- 999	UNDER 500	
1	2	3	4	5	6	7	8	9	10	11
$13,000-13,499	...	...	...	...	...	1	...	...	...	1
...										
11,500-11,999	3	...	...	...	...	...	...	...	...	3
11,000-11,499	...	...	...	...	...	...	1	1	...	2
10,500-10,999	6	...	1	2	2	7	1	...	3	22
10,000-10,499	23	10	3	8	5	18	5	1	2	75
9,500- 9,999	25	14	10	17	12	35	19	6	2	140
9,000- 9,499	5	29	12	9	14	29	40	16	3	157
8,500- 8,999	1	8	12	1	15	44	53	52	8	194
8,000- 8,499	...	6	3	1	9	23	40	52	6	140
7,500- 7,999	...	...	3	1	4	14	24	39	10	95
7,000- 7,499	1	...	...	...	1	1	10	28	13	54
6,500- 6,999	...	...	...	...	1	1	11	18	5	36
6,000- 6,499	...	...	...	...	...	...	3	7	4	14
5,500- 5,999	...	...	...	...	...	...	1	5	3	9
5,000- 5,499	...	...	...	...	...	...	1	...	1	2
BELOW $5,000	...	...	...	...	...	...	...	...	3	3
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 ASSISTANT PROFESSORS ...	64	67	44	39	63	173	209	225	63	947

TABLE 18.--INSTITUTIONS BY MEDIAN SALARIES (INSTRUCTORS) DISTRIBUTION OF 4-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME INSTRUCTORS FOR NINE MONTHS OF SERVICE, BY TYPE OF INSTITUTION, AND BY ENROLLMENT, 1967-68

MEDIAN SALARY PAID	NUMBER OF INSTITUTIONS WHOSE MEDIAN SALARY FALLS IN EACH SALARY INTERVAL									TOTAL
	PUBLIC UNIVERSITIES, BY ENROLLMENT			NONPUBLIC UNIVERSITIES, BY ENROLLMENT		PUBLIC COLLEGES	NONPUBLIC COLLEGES, BY ENROLLMENT			
	10,000 AND OVER	5,000- 9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500- 999	UNDER 500	
1	2	3	4	5	6	7	8	9	10	11
$10,000-10,499	...	...	...	...	...	...	1	...	...	1
9,500- 9,999	...	...	...	...	...	1	...	...	...	1
9,000- 9,499	1	3	1	...	2	4	...	1	1	13
8,500- 8,999	4	...	1	2	...	4	8	2	1	22
8,000- 8,499	13	2	9	6	7	17	19	7	4	84
7,500- 7,999	20	24	13	17	20	52	49	32	5	232
7,000- 7,499	19	31	17	9	17	57	59	63	9	281
6,500- 6,999	6	4	3	2	9	19	42	57	16	158
6,000- 6,499	...	2	...	2	4	8	11	30	12	69
5,500- 5,999	1	1	...	1	1	...	7	6	4	21
5,000- 5,499	...	...	...	...	...	...	3	3	7	13
BELOW $5,000	...	...	...	...	...	...	2	3	6	11
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 INSTRUCTORS ..	64	67	44	39	60	162	201	204	65	906

TABLE 19. -- SALARY INCREASES, 1965-66 TO 1966-67 - NUMBER OF INSTITUTIONS REPORTING VARIOUS PERCENTS OF INCREASE IN AVERAGE SALARIES PAID TO CONTINUING FULL-TIME TEACHERS IN 1966-67 OVER SALARIES PAID TO THEM IN 1965-66. 937 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE

PERCENT OF INCREASE	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
DECREASE	...	...	...	...	...	...	...	1	...	1	.1
NO INCREASE	1	3	...	...	1	1	2	3	21	32	3.4
LESS THAN 1	...	2	1	...	...	...	1	2	...	6	.6
1 BUT LESS THAN 2	1	...	...	...	...	2	2	1	1	7	.7
2 BUT LESS THAN 3	...	1	2	1	...	3	2	5	1	15	1.6
3 BUT LESS THAN 4	5	2	2	1	1	5	5	6	13	40	4.3
4 BUT LESS THAN 5	3	4	4	2	1	16	20	21	14	85	9.1
5 BUT LESS THAN 6	10	10	13	3	11	36	31	41	26	181	19.3
6 BUT LESS THAN 7	13	12	5	9	11	20	36	33	4	143	15.3
7 BUT LESS THAN 8	12	6	3	8	15	13	34	19	7	117	12.5
8 BUT LESS THAN 9	4	5	2	2	6	8	16	21	9	73	7.8
9 BUT LESS THAN 10	5	7	2	1	3	5	8	6	2	39	4.2
10 BUT LESS THAN 11	4	6	4	2	4	17	13	22	20	92	9.8
11 BUT LESS THAN 13	1	...	1	3	2	6	9	10	4	36	3.8
13 BUT LESS THAN 15	...	1	1	...	3	6	4	3	4	22	2.3
15 BUT LESS THAN 20	1	1	1	1	...	7	7	7	7	32	3.4
20 OR MORE	...	...	...	...	1	2	1	5	7	16	1.7
INSTITUTIONS REPORTING	60	60	41	33	59	147	191	206	140	937	99.9*
NOT INDICATED	7	8	7	6	4	28	20	38	58	176	
MEDIAN PERCENT OF INCREASE REPORTED	6.8	6.7	5.9	7.1	7.3	6.5	6.9	6.7	5.8	6.7	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 20. -- SALARY INCREASES, 1966-67 TO 1967-68 - NUMBER OF INSTITUTIONS REPORTING VARIOUS PERCENTS OF INCREASE IN AVERAGE SALARIES PAID TO CONTINUING FULL-TIME TEACHERS IN 1967-68 OVER SALARIES PAID TO THEM IN 1966-67. 956 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE

PERCENT OF INCREASE	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
DECREASE	...	...	...	...	...	...	...	1	...	1	.1
NO INCREASE	1	1	1	...	...	4	2	3	14	26	2.7
LESS THAN 1	...	...	...	...	...	...	...	1	1	2	.2
1 BUT LESS THAN 2	...	...	...	...	...	2	2	1	2	7	.7
2 BUT LESS THAN 3	1	...	...	1	...	1	3	1	3	10	1.0
3 BUT LESS THAN 4	1	1	1	3	1	4	4	4	11	30	3.1
4 BUT LESS THAN 5	2	3	3	1	2	4	7	11	9	42	4.4
5 BUT LESS THAN 6	5	7	7	2	12	29	36	47	23	168	17.6
6 BUT LESS THAN 7	10	9	7	9	9	14	37	27	7	129	13.5
7 BUT LESS THAN 8	16	14	7	6	10	18	25	33	14	143	15.0
8 BUT LESS THAN 9	6	11	2	5	12	20	26	27	9	118	12.3
9 BUT LESS THAN 10	6	1	5	4	4	12	20	14	4	70	7.3
10 BUT LESS THAN 11	6	4	6	2	4	26	10	13	18	89	9.3
11 BUT LESS THAN 13	4	5	1	...	1	8	13	17	7	56	5.9
13 BUT LESS THAN 15	1	1	...	1	3	3	4	4	3	20	2.1
15 BUT LESS THAN 20	2	3	1	1	1	4	4	6	8	30	3.1
20 OR MORE	1	1	...	...	...	1	1	1	10	15	1.6
INSTITUTIONS REPORTING	62	61	41	35	59	150	194	211	143	956	99.9*
NOT INDICATED	5	7	7	4	4	25	17	33	55	157	
MEDIAN PERCENT OF INCREASE REPORTED	7.7	7.7	7.2	7.3	7.5	7.9	7.2	7.3	7.1	7.4	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

III. SALARY-RELATED POLICIES IN COLLEGES AND UNIVERSITIES

Increasing interest in salary-related practices in higher education and the provisions for communicating policy about these practices has contributed to an enlargement of the scope of the information collected for this biennial survey of salaries in higher education. For the first time, in the present study institutions were asked to report the presence of selected salary practices and to indicate whether or not the policies relating to these practices are documented. Institutions having documented policies in the selected areas were asked to send these materials along with the completed questionnaire.

Policies and Provisions for Communicating Them

The policies of colleges and universities about selected salary-related practices are summarized in this section. Also, up-dating the information reported in previous studies, this section contains a review of the presence and application of salary schedules in higher education. Reports of the characteristics of the 1967-68 salary schedule documents with analysis of the levels of scheduled salaries in 4-year and in 2-year institutions will be issued within a few months. These supplementary reports will follow the format of the exploratory studies, issued in 1967, based on the salary schedules received in the 1965-66 biennial study (Faculty Salary Schedules in Public Community-Junior Colleges, 1965-66, Research Report 1967-R9; Faculty Salary Schedules in Colleges and Universities, 1965-66, Research Report 1967-R14).

The information in Table 21 provides a review of the presence and documentation of selected salary-related practices in higher education. The documents which were forwarded with the questionnaire will be used for further studies. The summaries in columns 7 and 9 of Table 21 show the percentages of institutions and of faculty involved in the institutions which reported each questionniare response.

Qualifications required for appointment or promotion--About 3 institutions in 5 reported having a documented policy which prescribes the level of academic preparation required for appointment or promotion to a given rank. The number of faculty in these institutions represent about half of all faculty in the institutions which responded to this section of the survey. At the other extreme about one-fifth of the responding institutions, which employ about one-fifth of the faculty, reported they do not prescribe the minimum level of academic preparation required for appointment or promotion to a given rank.

About half of the institutions have a documented policy which prescribes the number of years of experience required for appointment or promotion to a given rank. These institutions employ slightly less than two-fifths of the faculty in all institutions responding to this questionnaire item. More than one-third of the institutions, which employ about half of the faculty, do not prescribe the number of years of experience required for appointment or promotion to a given rank.

Documented policy specifying qualifications other than academic preparation and experience being required for appointment or promotion to a given rank was reported by about 2 institutions in 5. These employ about two-fifths of the faculty in all institutions responding to this questionnaire item. At the other extreme, about one-third of the responding institutions reported they do not require qualifications other than academic preparation and experience for appointment or promotion to a given rank. These institutions employ about one-third of the faculty.

Salary differentials within rank--Slightly more than one-fourth of the institutions, involving about one-fifth of all faculty, reported having a documented policy providing for salary differentials within ranks on the basis of the level of academic preparation. This documented practice is about twice as prevalent in colleges as in universities (16.8 percent of universities and 30.8 percent of colleges). About two-fifths of the institutions reported they do not provide salary differentials within ranks on the basis of academic preparation; these institutions employ almost three-fifths of all faculty in the responding institutions.

Distribution among ranks--Documented policy placing limits on the proportion of faculty who may hold a given rank was reported by about 1 institution in 8. Policy which provides that decision regarding the assignment of a given rank requires consideration of the proportion of the faculty already having the given rank was reported to be documented by 20.1 percent of the universities and 10.6 percent of the colleges. This documented policy is more widespread among public institutions (25.3 percent) than in the nonpublic (7.1 percent). About two-thirds of all institutions reported this policy is not practiced; these institutions involve about two-thirds of all faculty.

Requirements for increments--About 3 institutions in 8 reported having a documented policy which describes in objective terms (annual, service, etc.) the basis on which salary increments are awarded. This documented practice is reported by 46.0 percent of the public institutions and by 34.8 percent of the nonpublic institutions. Two institutions in five report they do not describe in objective terms the basis on which salary increments are awarded. These institutions employ slightly less than half of all faculty in the responding institutions (45.3 percent).

Salaries structured by an index--About 1 institution in 12 reported having a documented practice providing for faculty salaries to be interrelated by use of an index or ratio. These employ only 7.5 percent of the faculty in the responding institutions. About 5 institutions in 6, employing about five-sixths of the faculty, reported their salaries for faculty are not interrelated by use of an index or ratio.

Academic-year and extended-year salaries related by formula--More than one-third of the institutions reported having a documented policy providing a formula which relates the salaries of faculty employed beyond the academic year (11 or 12 months, summer school) to the academic-year salaries. These institutions employ three-fifths of the faculty in the responding institutions. This policy is more widespread in the universities (59.5 percent) than in the colleges (28.1 percent). Also, the practice is reported by 60.1 percent of the public institutions and by only 24.7 percent of the nonpublic institutions. This policy is not practiced in about two-fifths of the institutions, which employ about one-fifth of the faculty in all reporting institutions.

Administrative and faculty salaries related by formula--Only 1 institution in 10 reported having a documented formula or ratio by which the salaries paid to administrative and supervisory staff are related to faculty salaries. As in the case of extended contracts, this policy is more widespread among universities (12.8 percent) than in colleges (8.8 percent); more frequent in public institutions (19.0 percent) than in nonpublic institutions (5.5 percent). More than three-fourths of the institutions, employing more than three-fourths of the faculty, reported their institutions do not follow this practice.

Communication between governing board and faculty--About one-fifth of the institutions reported having a documented policy providing a formal procedure by which, on matters of faculty salary or welfare, the governing board of the institution or the administration agree to confer with faculty representatives. Only 1 percent of the institutions reported having a documented policy which provides that the representatives of the governing board or the administration agree to negotiate with faculty representatives on matters of faculty salary or welfare. More than half (55.3 percent) of the institutions, which employ about half of all faculty (51.9) percent, reported they do not have a formal procedure providing for conference or negotiation between the faculty and the governing board or administration.

Salary Schedules

Respondents were asked to indicate whether or not their institutions maintain an officially adopted salary schedule. The salary schedule was described as a statement which designates minimum and maximum salaries for each rank and that generally it designates also the number and amounts of salary increments for faculty members of each rank. As was shown in the studies of the characteristics of salary schedules in higher education in 1965-66, many of the salary schedules do not include a statement of the provision for salary increments.

Table 22 shows the status of salary schedule policies in the 1,113 reporting institutions by type of institution. While about half of the institutions maintain a salary schedule, practices are not equally prevalent in the various types of institutions. About 3 nonpublic universities in 10 reported that they maintain a salary schedule. Salary schedules are most prevalent in the medium-size public universities and in the colleges, where more than half of the institutions reported that they presently have them.

Institutions not having a salary schedule but contemplating an inauguration of one constitute 10.5 percent of the responding institutions. Movement in the direction of establishing salary schedules is most marked among the colleges and in the small nonpublic universities. These institutions constitute about 94 percent of all institutions planning to inaugurate a salary schedule.

The extent to which salary schedules are reported among institutions granting the 4-year or higher degree has decreased slightly during the past four years. Increased emphasis upon a comprehensive definition in the survey instrument probably has contributed to some of this reduction, making it difficult to estimate the strength of a possible trend.

Session	Percent of institutions having or planning to have salary schedules
1961-62	71.5%
1963-64	70.6
1965-66	68.3
1967-68	62.3

Shown in Table 23 are the numbers of institutions identifying each of several agencies, groups, or individuals responsible for establishing the provisions of the salary schedule. The responsibility is most frequently reported as being exercised by the institution board, with about one-third of the responses which represent about 3 institutions in 5 indicating this group. The president of the institution is next most frequently listed and is reported by about one-third of the institutions. The administrative staff of the institution, and a faculty-administrative committee are each reported by about one-tenth of the institutions. Each of various other agencies, groups, or individuals are cited by fewer than one-fifth of the institutions which each involve fewer than one-tenth of the total number of responses.

The patterns of responses suggest that the source of the salary schedule is different for public colleges than in nonpublic institutions. In the public colleges, the state legislature and/or the state board of higher education are reported almost as frequently as the institution board as one of the agencies, groups, or individuals responsible for establishing the salary schedule. However, the president of the institution is the most typical second agency, group, or individual cited by the nonpublic institutions. The public universities seem to represent a mixed group with some resembling the public colleges and others resembling the nonpublic-institutions in terms of the two major sources responsible for establishing the provisions of their salary schedules.

Table 24 shows that among the institutions presently having a salary schedule, only a few (8.2 percent) provide for a higher range of salaries to teachers in selected departments. About one-third of the 46 institutions reporting these special provisions are nonpublic universities and large public universities, the types of institutions in which use of salary schedules is least prevalent.

Continuing need to use this practice is suggested by the percents of institutions in the most recent salary surveys which report that they do not provide these deviations.

Session	Percent of institutions where salary provisions apply to all departments
1961-62	92.9%
1963-64	93.6
1965-66	95.8
1967-68	91.8

Information in Table 25 shows the extent and types of deviations made to the salary schedule to obtain teachers in fields of scarcity by type of institution. About 3 institutions in 5 reported that they do not make either of the two types of deviations. Strict adherence to their salary schedule is reported more extensively among colleges than in universities. Among the institutions making some deviations in their salary schedules, the most prevalent practice is to offer the candidate a higher beginning salary than the schedule normally would provide.

Compared with the data obtained in the previous salary surveys, the impact of enlarged demand for faculty resulting from increased enrollments has not resulted in an enlargement of the proportion of institutions reporting to deviations in salary schedules to attract faculty personnel.

Session	Percent of institutions deviating from salary schedule because of scarcity of teachers
1961-62	39.0%
1963-64	41.4
1965-66	40.6
1967-68	40.4

TABLE 21. -- SELECTED SALARY PRACTICES IN 1,113 COLLEGES AND UNIVERSITIES GRANTING THE 4-YEAR OR HIGHER DEGREE, 1967-68

SALARY POLICY AND PRACTICE	NUMBER OF INSTITUTIONS						FULL-TIME FACULTY	
	UNIVERSITIES		COLLEGE		TOTAL		NUMBER	PERCENT
	PUBLIC	NONPUBLIC	PUBLIC	NONPUBLIC	NUMBER	PERCENT		
1	2	3	4	5	6	7	8	9
1. A PRESCRIBED LEVEL OF ACADEMIC PREPARATION IS REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK								
PRACTICED AND DOCUMENTED	94	55	120	398	667	61.9	98,757	52.7
PRACTICED, NOT DOCUMENTED	42	26	30	127	225	20.9	47,725	25.5
NOT PRACTICED	42	15	20	108	185	17.2	40,982	21.9
NOT INDICATED	5	6	5	20	36		7,065	
2. A PRESCRIBED NUMBER OF YEARS OF EXPERIENCE IS REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK								
PRACTICED AND DOCUMENTED	73	43	99	328	543	50.4	71,204	38.0
PRACTICED, NOT DOCUMENTED	21	11	19	101	152	14.1	22,795	12.2
NOT PRACTICED	84	42	52	204	382	35.5	93,465	49.9
NOT INDICATED	5	6	5	20	36		7,065	
3. QUALIFICATIONS OTHER THAN ACADEMIC PREPARATION AND EXPERIENCE ARE REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK								
PRACTICED AND DOCUMENTED	70	45	73	279	467	43.4	80,910	43.2
PRACTICED, NOT DOCUMENTED	44	18	41	131	234	21.7	42,716	22.8
NOT PRACTICED	64	33	56	223	376	34.9	63,838	34.1
NOT INDICATED	5	6	5	20	36		7,065	
4. SALARY DIFFERENTIALS ARE MAINTAINED WITHIN RANKS ON THE BASIS OF THE LEVEL OF ACADEMIC PREPARATION								
PRACTICED AND DOCUMENTED	37	9	68	179	293	27.2	36,466	19.5
PRACTICED, NOT DOCUMENTED	44	31	42	202	319	29.6	44,001	23.5
NOT PRACTICED	97	56	60	252	465	43.2	106,997	57.1
NOT INDICATED	5	6	5	20	36		7,065	
5. DECISION REGARDING THE ASSIGNMENT OF A GIVEN RANK REQUIRES CONSIDERATION OF THE PROPORTION OF THE FACULTY ALREADY HAVING THE GIVEN RANK								
PRACTICED AND DOCUMENTED	47	8	41	44	140	13.0	29,849	15.9
PRACTICED, NOT DOCUMENTED	24	25	41	108	198	18.4	31,893	17.0
NOT PRACTICED	107	63	88	481	739	68.6	125,722	67.1
NOT INDICATED	5	6	5	20	36		7,065	
6. THE BASIS ON WHICH SALARY INCREMENTS ARE AWARDED IS DESCRIBED IN OBJECTIVE TERMS (ANNUAL, SERVICE, ETC.)								
PRACTICED AND DOCUMENTED	73	26	87	228	414	38.4	65,803	35.1
PRACTICED, NOT DOCUMENTED	35	24	31	136	226	21.0	36,832	19.6
NOT PRACTICED	70	46	52	269	437	40.6	84,829	45.3
NOT INDICATED	5	6	5	20	36		7,065	
7. FACULTY SALARIES ARE INTERRELATED BY USE OF AN INDEX OR RATIO								
PRACTICED AND DOCUMENTED	14	4	26	48	92	8.5	14,108	7.5
PRACTICED, NOT DOCUMENTED	18	4	18	46	86	8.0	14,434	7.7
NOT PRACTICED	146	88	126	539	899	83.5	158,922	84.8
NOT INDICATED	5	6	5	20	36		7,065	
8. SALARIES OF FACULTY EMPLOYED BEYOND THE ACADEMIC YEAR (11 OR 12 MONTHS, SUMMER SCHOOL) ARE RELATED TO THE ACADEMIC-YEAR SALARIES BY A FORMULA								
PRACTICED AND DOCUMENTED	110	53	99	127	389	36.1	110,739	59.1
PRACTICED, NOT DOCUMENTED	40	18	37	127	222	20.6	35,917	19.2
NOT PRACTICED	28	25	34	379	466	43.3	40,808	21.8
NOT INDICATED	5	6	5	20	36		7,065	
9. SALARIES PAID TO ADMINISTRATIVE AND SUPERVISORY STAFF ARE RELATED TO FACULTY SALARIES BY A FORMULA OR RATIO								
PRACTICED AND DOCUMENTED	30	5	36	35	106	9.8	20,447	10.9
PRACTICED, NOT DOCUMENTED	22	9	15	89	135	12.5	19,473	10.4
NOT PRACTICED	126	82	119	509	836	77.6	147,544	78.7
NOT INDICATED	5	6	5	20	36		7,065	
10. ON MATTERS OF FACULTY SALARY OR WELFARE A FORMAL PROCEDURE IS MAINTAINED BY WHICH REPRESENTATIVES OF THE GOVERNING BOARD OF THE INSTITUTION OR THE ADMINISTRATION AGREE TO -								
(A) CONFER WITH FACULTY REPRESENTATIVES								
PRACTICED AND DOCUMENTED	46	20	28	129	223	21.3	45,005	24.6
PRACTICED, NOT DOCUMENTED	39	24	49	118	230	22.0	40,827	22.3
NOT PRACTICED	86	47	89	355	577	55.1	94,748	51.8
(B) NEGOTIATE WITH FACULTY REPRESENTATIVES								
PRACTICED AND DOCUMENTED	1	1	1	7	10	1.0	885	.5
PRACTICED, NOT DOCUMENTED	1	2	...	2	5	.5	1,433	.8
NOT PRACTICED	...	...	1	1	2	.2	120	.1
(C) NOT INDICATED	10	9	7	41	66		11,511	

TABLE 22. -- SALARY SCHEDULE POLICIES, 1,113 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1967-68

POLICY	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
MAINTAINS SCHEDULE	25	37	23	12	20	93	124	136	106	576	51.8
NO SCHEDULE IN OPERATION	41	30	23	24	33	70	71	67	61	420	37.7
NO SCHEDULE IN OPERATION, BUT ONE CONTEMPLATED	1	1	2	3	10	12	16	41	31	117	10.5
NUMBER OF INSTITUTIONS REPORTING	67	68	48	39	63	175	211	244	198	1,113	100.0

TABLE 23. -- AGENCIES, GROUPS, OR INDIVIDUALS RESPONSIBLE FOR ESTABLISHING THE PROVISIONS OF THE SALARY SCHEDULE IN 571 INSTITUTIONS GRANTING THE FOUR-YEAR OR HIGHER DEGREE, 1967-68

AGENCY, GROUP OR INDIVIDUAL RESPONSIBLE	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
STATE LEGISLATURE	2	11	7	...	...	38	...	...	...	58	5.8
STATE BOARD OF HIGHER EDUCATION	6	6	3	...	...	30	...	...	...	45	4.5
INSTITUTION BOARD	17	20	11	8	12	39	74	85	74	340	33.9
PRESIDENT OF INSTITUTION	8	12	11	5	7	23	54	53	26	199	19.8
FACULTY COMMITTEE	3	7	5	1	1	7	12	10	5	51	5.1
ADMINISTRATIVE STAFF OF INSTITUTION	3	5	...	4	4	11	30	39	20	116	11.6
FACULTY/ADMINISTRATION COMMITTEE	3	8	...	3	5	10	31	28	21	109	10.9
OTHER	5	9	6	1	3	24	12	18	8	86	8.6
TOTAL OF COLUMN	47	78	43	22	32	182	213	233	154	1,004	100.2*
NUMBER OF INSTITUTIONS											
REPORTING	25	37	23	11	20	92	124	135	104	571	
NOT REPORTING	42	31	25	28	43	83	87	109	94	542	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 24. -- EXTENT TO WHICH SALARY SCHEDULE PROVISIONS APPLY UNIFORMLY TO FULL-TIME TEACHERS IN ALL DEPARTMENTS IN 564 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER EDUCATION, 1967-68

ITEM	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
SALARY PROVISIONS APPLY UNIFORMLY TO ALL DEPARTMENTS	19	33	16	6	15	89	116	126	98	518	91.8
HIGHER SALARIES ARE PROVIDED FOR CERTAIN DEPARTMENTS	6	4	6	5	4	3	6	8	4	46	8.2
NUMBER OF INSTITUTIONS REPORTING	25	37	22	11	19	92	122	134	102	564	100.0
NUMBER NOT INDICATING	...	...	1	1	1	1	2	2	4	12	
NUMBER WITH NO SALARY SCHEDULE	42	31	25	27	43	82	87	108	92	537	
TOTAL NUMBER OF INSTITUTIONS	67	68	48	39	63	175	211	244	198	1,113	

TABLE 25. -- DEVIATIONS FROM SALARY SCHEDULE TO OBTAIN TEACHERS IN FIELDS OF SCARCITY, 547 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER EDUCATION, 1967-68

PRACTICE	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
CANDIDATE IS OFFERED A HIGHER RANK THAN SCHEDULE PROVIDES	2	3	3	...	...	10	11	11	7	47	8.6
CANDIDATE IS OFFERED A HIGHER BEGINNING SALARY THAN SCHEDULE PROVIDES	9	13	7	7	5	22	24	26	16	129	23.6
BOTH OF THE PRACTICES ABOVE FOLLOWED	2	4	4	...	5	9	9	9	3	45	8.2
NEITHER OF THE PRACTICES ABOVE FOLLOWED	11	15	7	4	8	49	76	85	71	326	59.6
NUMBER AND PERCENT OF INSTITUTIONS REPORTING	24	35	21	11	18	90	120	131	97	547	100.0

IV. SELECTED ADMINISTRATIVE PRACTICES, 4-YEAR INSTITUTIONS

Reviewed briefly in this section are characteristics of institution practices related to staffing and staff assignment. These provide a general background for studying the salaries paid and salary practices in these institutions.

Academic Calendar

Shown in Table 26 are the numbers of institutions reporting each of three major types of academic-year calendars. The two-semester year is most widely reported with almost three-fourths of the institutions indicating they are using this arrangement. This calendar is used somewhat more widely in the nonpublic institutions than in the public institutions. The use of a calendar other than those pre-listed is reported almost entirely among the colleges.

Professorial Rank of Full-Time Teachers

Listed in Table 27 are the percents of faculty personnel in each type of institution who hold each level of faculty rank. As noted in previous surveys, about one-fourth of the teaching faculty have the rank of professor, slightly fewer have the rank of associate professor, about 3 in 10 have the rank of assistant professor, and about 1 in 5 has the rank of instructor or lecturer.

The distribution in Table 27 shows a difference in the pattern of the percentage distributions of ranks among the various types of institutions. Large public and nonpublic universities report higher percents of the faculty to have the rank of professor with fewer persons being assigned the rank of instructor than is noted among the other types of institutions. Public colleges tend to have fewer persons in the rank of professor than is noted among the other types of institutions with a relatively greater proportion having the rank of assistant professor.

The small nonpublic colleges seem to have fewer persons in the associate professor and assistant professor ranks accompanied by a greater proportion having the rank of full professor, instructor, and lecturer than is noted among other institutions.

Part-Time Teachers Employed

The information given in this report has been limited to salaries paid to persons who were full-time employees of the university or college--persons whose chief (but not necessarily exclusive) assignment is classroom instruction. A later section in this report will deal with the employees to whom administrative titles have been assigned. Some administrative officers may carry a teaching assignment, but they are not classified as teachers. No person is counted in this report as both a teacher and an administrator.

A part-time teacher is considered to be a part-time employee of the university or college, not a full-time employee with a divided load (e.g., administration, research, or field service). A part-time teacher may teach only one class and at the same time hold a full-time or part-time position in another occupation. Or, as is many times the case, graduate study may be the major occupation of the part-time teacher. But in every instance reported here the part-time teacher has full responsibility for the instruction of students of college grade. Thus, laboratory assistants are not included.

The distributions of 4-year or higher degree-granting institutions by type and by the number of part-time teachers employed are listed in Table 28. More than 5 colleges and universities in 6 (85.9 percent) report employing one or more part-time teachers. Among the 956 institutions which employ part-time teachers, the total number of persons so employed is 49,622. In 32.1 percent of these institutions the number of part-time teachers is under 10.

Reported use of part-time teachers is not as widespread among the small public universities and the large nonpublic universities as in other types of institutions (almost one-third of these institutions do not report having part-time teachers). The most extensive use of part-time teachers is among the small nonpublic universities and the nonpublic colleges where 11 percent or less do not report having part-time teachers.

The distributions show the relationship between enrollment size and the number of part-time teachers employed in the various types of institutions. The mean and median number of part-time teachers employed progress downward with interval of decreased institutional size.

Another view of the impact of part-time teachers may be provided by a comparison of the number of persons employed part time with the number of persons employed full time and with the number of students in each of the various types of institutions. The summary provided in Table 29 shows that the number of part-time teachers related to the number of full-time teachers is greatest in the small nonpublic colleges and in the nonpublic universities. Also, the impact of part-time teachers upon students is very limited in the medium and small public universities and the public colleges; here there are more than 100 students per part-time teacher. These two observations show the impact of part-time teachers upon students to be greatest in the large nonpublic universities, and in the small nonpublic universities, and in the small nonpublic colleges. However, this is accompanied by a comparatively low number of students per full-time teacher in the latter two types of institutions.

Limitations of conclusions about the impact of part-time teachers in the institutions as a whole within each of the classifications is suggested by the distributions of the number of part-time teachers employed by each type of institution (Table 28). The mean number of part-time teachers (derived through use of processes similar to that used to prepare the summary in Table 29) in each type of institution is larger than the median (more than three times as large as in large public universities) for the same classification of institutions. This condition indicates that the impact of part-time teachers is very much greater among a relatively few institutions of each type than among a large number of institutions having similar enrollment and control characteristics.

Teaching Assistants

The summary in Table 30 shows that 81.6 percent of the institutions which responded to the question about teaching assistants have one or more such persons. Response to this question is given by 90.2 percent of the universities and by 34.5 percent of the colleges. Among those responding, 14.8 percent of the universities and 21.7 percent of the colleges report they do not have teaching assistants.

The numbers of teaching assistants reported range from none to 1,938 with a median of 10. The presence of these positions is related to the size of the employing institution with the mean number in large public universities, 508, more than five times as large as the mean number employed in all institutions. The total number of teaching assistants (52,584) employed in the 443 institutions which report having one or more is 27.0 percent of the total number of full-time faculty in all institutions (1,113) which responded to the survey questionnaire.

About 3 teaching assistants in 5 (62.8 percent) are employed in the large public universities. The number employed in the large public universities and in the large nonpublic universities combined amounts to more than three-fourths of all teaching assistants reported (76.2 percent).

TABLE 26. -- TYPE OF ACADEMIC-YEAR CALENDAR REPORTED BY 1,065 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1967-68

ACADEMIC-YEAR CALENDAR	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
THREE QUARTERS	22	18	13	3	10	47	34	26	36	209	19.6
TWO SEMESTERS	41	46	32	30	49	105	151	194	136	784	73.6
TWO TRIMESTERS	3	...	1	2	1	4	1	2	1	15	1.4
OTHER	...	2	1	2	1	9	20	17	5	57	5.4
INSTITUTIONS REPORTING	66	66	47	37	61	165	206	239	178	1,065	100.0

TABLE 27.--DISTRIBUTION OF FULL-TIME TEACHERS, IN INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, BY RANK, AND BY TYPE OF INSTITUTION, 1967-68

TYPE OF INSTITUTION 1	PROFESSOR 2	ASSOCIATE PROFESSOR 3	ASSISTANT PROFESSOR 4	INSTRUCTOR 5	LECTURER 6	TOTAL 7
PUBLIC UNIVERSITIES (BY ENROLLMENT)						
10,000 AND OVER	27.9	23.3	31.9	14.4	2.5	100.0
5,000 TO 9,999	21.5	22.9	33.8	21.1	.7	100.0
LESS THAN 5,000	21.0	22.3	33.6	21.4	1.7	100.0
NONPUBLIC UNIVERSITIES (BY ENROLLMENT)						
5,000 AND OVER	31.8	23.2	29.4	13.7	1.9	100.0
LESS THAN 5,000	25.9	24.1	32.0	16.7	1.4	100.1
PUBLIC COLLEGES	18.2	22.2	35.9	22.2	1.5	100.0
NONPUBLIC COLLEGES (BY ENROLLMENT)						
1,000 AND OVER	21.0	21.0	34.2	22.6	1.2	100.0
500 TO 999	20.9	20.9	32.5	24.8	.9	100.0
LESS THAN 500	26.2	18.0	22.9	29.6	3.2	99.9
ALL 4-YEAR INSTITUTIONS	24.6	22.6	32.6	18.5	1.7	100.0

TABLE 28. -- PART-TIME TEACHERS - NUMBER OF INSTITUTIONS REPORTING VARIOUS NUMBERS OF PART-TIME TEACHERS EMPLOYED, 1,113 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, OCTOBER 1967

NUMBER OF PART-TIME TEACHERS	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
NONE	17	11	16	12	7	36	19	19	20	157	14.1
1- 9	...	4	8	...	3	77	33	83	99	307	27.6
10- 19	3	11	7	1	9	34	69	93	56	283	25.4
20- 29	1	13	8	1	6	10	40	27	15	121	10.9
30- 39	3	3	3	...	7	2	21	12	4	55	4.9
40- 49	3	8	1	...	4	2	7	4	1	30	2.7
50- 74	6	9	2	2	8	4	9	3	3	46	4.1
75- 99	4	1	...	2	6	4	6	1	...	24	2.2
100-149	5	6	2	5	4	3	4	2	...	31	2.8
150-199	3	1	...	2	6	1	1	...	...	14	1.3
200-299	5	1	1	3	2	1	1	...	...	14	1.3
300-499	5	...	...	3	1	...	1	...	...	10	.9
500-999	7	...	...	6	...	1	...	...	...	14	1.3
1,000 OR MORE	5	...	...	2	...	...	...	...	...	7	.6
INSTITUTIONS REPORTING	67	68	48	39	63	175	211	244	198	1,113	100.1*
TOTAL NUMBER OF PART-TIME TEACHERS EMPLOYED	17,804	2,666	1,090	10,109	3,979	3,134	5,468	3,419	1,953	49,622	
RANGE IN NUMBERS -											
LOW	0	0	0	0	0	0	0	0	0	0	
HIGH	2,477	225	257	1,406	332	622	376	118	63	2,477	
MEAN**	266	39	23	259	63	18	26	14	10	45	
MEDIAN**	80	24	10	111	36	6	17	11	8	12	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

**MEANS AND MEDIANS ARE BASED ON A COMPLETE DISTRIBUTION, NOT ON THE GROUPED DISTRIBUTION SHOWN.

TABLE 29. -- RELATIONSHIP BETWEEN THE NUMBER OF PART-TIME TEACHERS, NUMBER OF FULL-TIME TEACHERS, AND STUDENTS

TYPE OF INSTITUTION	PERCENT OF FULL-TIME TEACHERS REPRESENTED BY THE NUMBER OF PART-TIME TEACHERS	ESTIMATED NUMBER OF STUDENTS* PER	
		FULL-TIME TEACHER	PART-TIME TEACHER
1	2	3	4
PUBLIC UNIVERSITIES (BY ENROLLMENT)			
10,000 AND OVER ..	27.5	19.8	72.1
5,000 TO 9,999 ...	10.5	19.6	186.6
LESS THAN 5,000 ..	11.5	16.9	147.2
NONPUBLIC UNIVERSITIES (BY ENROLLMENT)			
5,000 AND OVER ...	46.0	19.5	41.8
LESS THAN 5,000 ..	33.4	16.8	50.4
PUBLIC COLLEGES	12.7	19.4	152.8
NONPUBLIC COLLEGES (BY ENROLLMENT)			
1,000 AND OVER ...	27.0	17.5	64.8
500 TO 999	27.9	15.3	54.7
LESS THAN 500	48.8	12.3	25.3
ALL INSTITUTIONS ...	25.5	18.7	73.2

*TOTAL NUMBER OF STUDENTS ESTIMATED BY ADDING .333 TIMES THE NUMBER OF PART-TIME STUDENTS TO THE NUMBER OF FULL-TIME STUDENTS.

TABLE 30. -- TEACHING ASSISTANTS - NUMBER OF INSTITUTIONS REPORTING VARIOUS NUMBERS OF TEACHING ASSISTANTS, 543 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, OCTOBER 1967

NUMBER OF TEACHING ASSISTANTS	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
NONE	8	8	7	10	5	13	4	14	31	100	18.4
1- 9	...	2	9	1	10	27	44	39	35	167	30.8
10- 19	...	5	5	...	8	20	15	5	4	62	11.4
20- 29	1	3	2	...	6	7	4	3	2	28	5.2
30- 39	...	...	4	3	4	3	3	...	...	17	3.1
40- 49	...	5	1	...	1	3	...	...	...	10	1.8
50- 99	4	15	8	2	11	7	3	...	...	50	9.2
100-149	2	10	2	7	2	...	...	...	...	23	4.2
150-199	2	6	...	1	3	...	...	...	...	12	2.2
200-299	9	8	...	3	2	...	...	...	...	22	4.1
300 OR MORE	39	2	...	11	...	...	...	...	...	52	9.6
INSTITUTIONS REPORTING	65	64	38	38	52	80	73	61	72	543	100.0
TOTAL NUMBER OF TEACHING ASSISTANTS EMPLOYED	33,013	6,557	1,089	7,033	2,446	1,220	758	269	199	52,584	
RANGE IN NUMBERS WHERE ONE OR MORE LISTED											
LOW	0	0	0	0	0	0	0	0	0	0	
HIGH	1,938	486	129	1,027	270	93	68	27	22	1,938	
MEAN**	508	102	29	185	47	15	10	4	3	97	
MEDIAN**	382	77	13	112	21	8	5	3	1	10	

**MEANS AND MEDIANS ARE BASED ON A COMPLETE DISTRIBUTION, NOT ON THE GROUPED DISTRIBUTION SHOWN.

V. SUMMER-SESSION PRACTICES, 4-YEAR INSTITUTIONS

Traditionally the work year of teachers is considered to be nine months of teaching followed by three months of leisure. With the demands of obtaining improved preparation and the needs for conducting research and writing, the summer months are times of financial hardship to many faculty members who are not available for employment. For the many faculty members who are available for it, summer employment is almost a necessity. This section reviews the characteristics of summer employment practices as reported by the colleges and universities.

The extent to which the 4-year or higher degree-granting institutions by type report offering summer sessions is shown in Table 31. As a whole, 80.1 percent of the institutions report having summer sessions. The practice is widespread in the publicly supported institutions of all types, in the nonpublic universities, and to a slightly less extent among the large nonpublic colleges.

Employment opportunities are not available in the home institution for faculty personnel employed in 23.4 percent of the medium-size nonpublic colleges and in about 50.5 percent of the small nonpublic colleges. The offering of summer programs has decreased somewhat from the 87.2 percent of institutions reporting this practice in 1965-66. The decrease is attributable, in large part, to a reduction in the frequency these sessions are reported among small nonpublic colleges (69.4 percent reported having these sessions in 1965-66 while only 49.5 percent reported having them in 1967-68.)

Information in Table 32 shows the extent to which the institutions having summer sessions report employment of their regular full-time teachers in these summer sessions. Wide differences in practice are immediately evident. As may be expected from the teacher preparation function of many public institutions, the median percents of regular faculty employed in the summer sessions of medium and small public universities and in the public colleges are markedly greater than in other types of institutions. The only other type of institution having a median percent employed in summer sessions which approaches half of the regular full-time staff is the large public university (48.3 percent). About 3 in 10 (30.9 percent) of the colleges and universities offering summer sessions report employing less than 30 percent of their regular full-time faculty in these summer sessions. About 4 percent of the institutions report employing 90 percent or more of the regular full-time faculty during their summer sessions.

Among all institutions, the median percent of regular full-time faculty members employed in their own institutions during the summer session, 40.0 percent, is about the same as the median of 41.3 percent reported for 1965.66.

Table 33 contains the distributions of the institutions by length of summer-session employment reported. The most frequently reported length of summer session is six but less than seven weeks. More than one-third of the institutions (34.8 percent) reported this length of their summer sessions. About 13 percent of the summer sessions are of less than six weeks' duration and almost all of these are five-week sessions. About 1 institution in 5 (21.5 percent) having summer sessions reports the session to extend through eight weeks. About 1 institution in 5 (21.8 percent) has a summer session of 10 or more weeks, half of these being only 10 weeks.

The relationship of summer-session salaries to those paid during the academic year among the various types of institutions is reviewed in Table 34. Among all institutions about half (48.8 percent) reported that they pay the same rate during the summer as during the academic year to all or a majority of the summer-session teachers. An almost equal number of institutions (46.0 percent) reported they pay a lower rate for summer-session employment than during the regular session. About 5.1 percent of the institutions reported they pay more for summer work than the rate of pay during the regular session.

The practice of paying the same rate for summer-session employment is more widely observed among the publicly controlled universities than in the other groups of institutions. The majority of universities and small nonpublic colleges reported paying the same rate for summer employment as during the regular session. In the small nonpublic universities, practices are equally divided between paying the same rate and paying a different rate. Practices of the large and medium size nonpublic colleges tend toward paying a lower rate during the summer session than during the regular session.

Information in Table 35 provides a comparison of summer session and academic year in time requirement and in salary. Column 13 shows that in one-sixth of the institutions the time requirement of teaching per week in summer session is the same as in the academic year but the summer session monthly salary is lower than during the academic year. Also, about 2 institutions in 5 (40.3 percent) report the hours spent in class per week in summer session is the same as in the academic year.

The most frequently reported practice, representing more than one-fifth of the institutions, is to have the same time requirement and the same salary for summer-session teaching as in the academic year. Among the 3 in 10 institutions which report a lower amount of teaching time required in summer session than in the academic year, more than one-third report the salary paid for summer teaching is the same as during the academic year. Among the 28.9 percent of institutions which report the teaching requirement of the summer session is higher than during the academic year the most frequently reported practice is to pay the same rate per month as the amount paid in the regular session.

There is a slight tendency for public institutions to require the same or more time per week in teaching during the summer session than in the academic year; this is accompanied by a tendency to pay the same or less than during the academic year. The large nonpublic universities tend to require a heavier teaching load in summer than in the academic year and pay the same or lower rate of salary than during the regular academic year. Practices are most widely mixed among the small nonpublic universities and in the large nonpublic colleges. The medium nonpublic colleges tend to require the same or less time in teaching summer sessions than during the academic year with this being accompanied by the same or lower rate of salary as during the regular academic year. The small nonpublic colleges tend to require a lower teaching load during the summer than during the academic year with this being accompanied by a lower salary rate.

TABLE 31. -- SUMMER SESSIONS - NUMBER OF INSTITUTIONS OFFERING SUMMER SESSIONS, 1,113 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1967-68

ITEM	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
PROGRAM OFFERED	67	67	46	36	56	153	182	187	98	892	80.1
NO PROGRAM OFFERED	...	1	2	3	7	22	29	57	100	221	19.9
INSTITUTIONS REPORTING	67	68	48	39	63	175	211	244	198	1,113	100.0

TABLE 32. -- SUMMER EMPLOYMENT - NUMBER OF INSTITUTIONS REPORTING VARIOUS PERCENTS OF FULL-TIME TEACHERS REGULARLY EMPLOYED DURING THE ACADEMIC YEAR WHO ALSO TAUGHT IN THE 1967 SUMMER SESSION IN 806 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1967-68

PERCENT EMPLOYED IN THE 1967 SUMMER SESSION	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
NONE	...	...	...	...	...	1	1	...	4	6	.7
LESS THAN 10	1	...	2	1	2	4	4	7	7	28	3.5
10-19	2	1	1	7	5	2	21	23	12	74	9.2
20-29	7	4	5	2	3	19	31	50	20	141	17.5
30-39	12	8	5	4	14	22	36	37	16	154	19.1
40-49	9	11	5	5	5	17	23	22	8	105	13.0
50-59	11	8	6	6	5	26	26	11	12	111	13.8
60-69	10	14	7	3	4	22	12	7	2	81	10.0
70-79	4	8	5	1	3	13	5	7	2	48	6.0
80-89	3	4	2	...	2	2	4	6	2	25	3.1
90-99	...	...	2	1	6	10	3	2	2	26	3.2
100	...	...	1	...	1	1	1	2	1	7	.9
INSTITUTIONS REPORTING	59	58	41	30	50	139	167	174	88	806	100.0
NOT INDICATED	8	9	5	6	6	14	15	13	10	86	
MEDIAN PERCENT	48.3	56.3	54.2	42.0	42.0	51.7	37.4	31.9	30.6	40.0	

TABLE 33. -- LENGTH OF SUMMER EMPLOYMENT - NUMBER OF INSTITUTIONS REPORTING LENGTH OF SUMMER EMPLOYMENT FOR FULL-TIME TEACHERS WHO ALSO TAUGHT IN THE 1967 SUMMER SESSION IN 865 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1967-68

NUMBER OF WEEKS EMPLOYED IN SUMMER SESSION	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
13 WEEKS OR MORE	...	...	...	2	...	1	1	4	1	9	1.0
12 BUT LESS THAN 13 WEEKS	7	10	6	2	2	14	5	8	4	58	6.7
11 BUT LESS THAN 12 WEEKS	3	4	1	...	1	4	7	4	...	24	2.8
10 BUT LESS THAN 11 WEEKS	8	5	2	1	6	24	17	26	9	98	11.3
9 BUT LESS THAN 10 WEEKS	4	7	6	1	1	19	8	6	2	54	6.2
8 BUT LESS THAN 9 WEEKS	20	21	12	5	19	28	43	29	9	186	21.5
7 BUT LESS THAN 8 WEEKS	2	...	1	2	1	1	7	4	1	19	2.2
6 BUT LESS THAN 7 WEEKS	16	12	11	19	18	44	66	69	46	301	34.8
5 BUT LESS THAN 6 WEEKS	7	6	5	3	5	14	19	23	13	95	11.0
4 BUT LESS THAN 5 WEEKS	...	...	...	...	1	1	2	4	4	12	1.4
3 BUT LESS THAN 4 WEEKS	...	...	...	...	...	...	...	4	2	6	.7
LESS THAN 3 WEEKS	...	...	...	...	...	...	1	1	1	3	.3
INSTITUTIONS REPORTING	67	65	44	35	54	150	176	182	92	865	99.9*
NOT INDICATED	...	2	2	1	2	3	6	5	6	27	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 34. -- SUMMER-SESSION SALARIES - NUMBER OF INSTITUTIONS REPORTING BASIS OF PAYMENT OF SALARIES FOR 1967 SUMMER SESSION AS COMPARED WITH ACADEMIC YEAR SALARIES, 844 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1967-68

BASIS OF PAYMENT	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12
SAME RATE PAID DURING SUMMER AS DURING ACADEMIC YEAR TO											
ALL TEACHERS	30	31	23	12	16	66	47	59	40	324	38.4
MAJORITY OF TEACHERS.........	7	9	7	5	10	6	13	22	9	88	10.4
LOWER RATE PAID DURING SUMMER THAN DURING ACADEMIC YEAR TO											
ALL TEACHERS	13	15	3	11	14	57	78	78	31	300	35.5
MAJORITY OF TEACHERS	6	8	5	4	10	10	23	15	8	89	10.5
HIGHER RATE PAID DURING SUMMER THAN DURING ACADEMIC YEAR TO											
ALL TEACHERS	4	...	2	...	1	5	8	5	3	28	3.3
MAJORITY OF TEACHERS	2	...	...	1	1	6	5	...	...	15	1.8
INSTITUTIONS REPORTING	62	63	40	33	52	150	174	179	91	844	99.9*
NOT INDICATED	5	4	6	3	4	3	8	8	7	48	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 35. -- SUMMER TEACHING LOAD AND SALARY RATE - NUMBER OF INSTITUTIONS REPORTING EACH COMBINATION OF TEACHING LOAD AND SALARY RATE FOR 1967 SUMMER SESSION AS COMPARED WITH THE REGULAR ACADEMIC YEAR IN 781 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1967-68

HOURS SPENT IN CLASS PER WEEK OF SUMMER SESSION COMPARED WITH ACADEMIC YEAR	SALARY RATE PER MONTH OF SUMMER SESSION TEACHING COMPARED WITH ACADEMIC YEAR**	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL	
		10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13
SAME	SAME	19	21	14	4	13	39	26	27	13	176	22.5
	LOWER	5	11	3	3	5	24	41	32	6	130	16.6
	HIGHER	2	...	1	...	...	3	1	2	...	9	1.2
LOWER	SAME	5	8	4	1	4	5	12	27	26	92	11.8
	LOWER	2	1	2	4	9	25	29	40	26	138	17.7
	HIGHER	...	...	...	...	...	3	5	1	1	10	1.3
HIGHER	SAME	9	9	9	10	6	22	13	18	9	105	13.4
	LOWER	10	9	3	8	9	16	23	17	6	101	12.9
	HIGHER	3	...	...	1	2	4	6	2	2	20	2.6
INSTITUTIONS REPORTING BOTH		55	59	36	31	48	141	156	166	89	781	100.0
INSTITUTIONS REPORTING LOAD ONLY		3	...	1	1	2	3	3	4	3	20	
INSTITUTIONS REPORTING SALARY ONLY		7	4	4	2	4	9	18	13	2	63	
NOT INDICATED		2	4	5	2	2	...	5	4	4	28	

**ALL OR MAJORITY OF TEACHERS

VI. SALARIES PAID TO ADMINISTRATIVE OFFICERS, 4-YEAR INSTITUTIONS

The questionnaire provided for the reporting of information about the annual salary, perquisites, and length of required annual service for 32 pre-listed positions widely used in colleges and universities with space for additional positions to be entered. Spaces for 20 deanship positions in universities also were pre-listed with additional lines for positions not already identified. Where feasible, during the processing, the entries in the open lines of the the questionnaire were grouped into one of the approximately comparable pre-listed positions. Reference to the complete list of pre-listed positions as presented in the questionnaire (Appendix Table B) may be helpful in interpreting the position titles in the summary tables.

Information in this section should be interpreted in general terms. The range of duties and level of responsibility assigned to a position title may vary widely among institutions having similar enrollment. For example, the responsibilities of the registrar may differ according to whether there is also a director of admissions. While the stratification by institutional size and control reduces these discrepancies somewhat, differences in the administrative structure exist within each grouping of institutions.

The salaries of administrative officers are reviewed in Tables 36 through 47. The salary of most officers is entered in this group of tables twice: in Tables 36-A through 36-E where the distributions of all salaries reported are given by position, and in Tables 37 through 47, where the salary distributions are given by position within each type of institution. The salaries of teachers reviewed earlier in this report are based on nine months of service while the following salaries of administrators are the annual salaries. Typically the annual contract is for 12 months including paid vacation. Figure II provides an overview of median salaries paid two years ago and during 1967-68 to 13 selected administrative officers, together with the percent of change over the two-year period.

Presidents

Presidents' salaries are listed in Table 36-A and in Table 37-A. The median salary of presidents is $22,303 and the salaries paid range from $55,000 and over to $5,500. The number of presidents for whom salaries are reported represents 78.9 percent of the institutions responding in this survey. An annual salary of less than $15,000 is being paid to 10.9 percent of the presidents in the 878 institutions reporting these salaries. An annual salary approximately equal to or less than the median salary of professors for nine months' teaching ($14,713) is being paid to 10.7 percent of the college and university presidents. The median annual salary of presidents is about 1.5 times the median nine-month salary of professors. About 1 in 20 (5.5 percent) college and university presidents is being paid $36,000 or more; an annual salary of $33,000 or more is received by 10.5 percent of the college and university presidents.

The median annual salary of presidents in 1967-68 is 13.6 percent higher ($2,665) than in session 1965-66. The increase in the median salary between 1963-64 and 1965-66 represented a 13.3 percent increase over the median annual salary in session 1963-64.

The salaries of presidents are shown in Table 37-A by type of institution. The median salaries range from $35,333 in the large nonpublic universities down to $14,501 in the small nonpublic colleges.

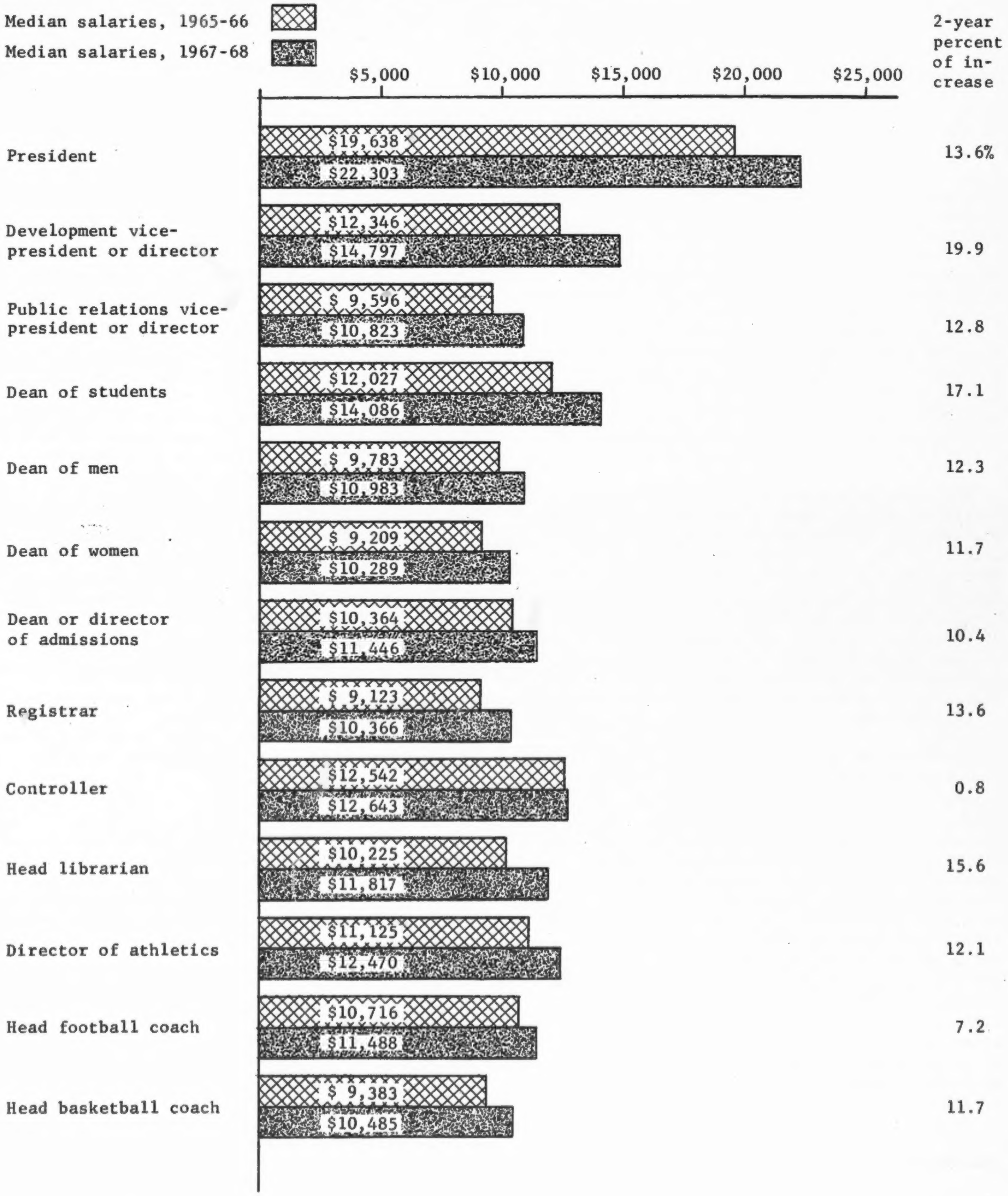
The ratio of the median annual salary of the president to the median nine-month salary of professors in the same type of institution ranges from 2.1 in the large public universities and in the nonpublic universities down to 1.4 in the small nonpublic colleges.

The annual contract, including paid vacation, for presidents is 12 months in practically all institutions (97.9 percent). The few presidents having annual contracts of other lengths are largely in the nonpublic colleges.

The following is a summary by type of institution, of the ratio between the median salaries of presidents and professors, and the percent of change in median salaries of presidents since 1965-66.

FIGURE II

MEDIAN SALARIES OF CERTAIN ADMINISTRATIVE OFFICERS IN COLLEGES AND UNIVERSITIES, 1965-66 AND 1967-68



NEA Research Division

Type of institution	Ratio of median to professors' median	Percent change in median since 1965-66
Public universities (by enrollment)		
10,000 and over	2.1	+11.9%
5,000-9,999	1.9	- 5.6
Less than 5,000	1.8	+12.0
Nonpublic universities (by enrollment)		
5,000 and over	2.1	+13.1
Less than 5,000	2.1	+ 1.2
Public colleges	1.6	
Nonpublic colleges (by enrollment)		
1,000 and over	1.8	+ 9.9
500 to 999	1.8	+18.4
Less than 500	1.4	+12.8
Total, all presidents	1.5	+13.6%

Due to the movement of institutions among the size classifications since the previous salary survey, the percents of increase of the median salaries in the various types of institutions are not comparable to percents of increase of individual institutions.

Perquisites are reported for 54.9 percent of the college and university presidents for whom salary information is listed. The most frequently identified perquisites and the percent of presidents for whom they are reported are as follows: house, 67.9 percent; utilities, 53.3 percent; expense allowance, 48.2 percent; and car, 46.1 percent (See Table 37-B).

Deans

In earlier studies of this series the administrative position most frequently reported has been the undergraduate deanship. The pre-listed positions were changed for the present study to allow greater precision in the reporting of salaries for specific positions. As a result, the total number of persons reported as Dean of the College, Dean of Administration, and Dean of Instruction has decreased from 1,061 in 1965-66 to 628 in the present study. The change in data collected make it infeasible to provide summary data in the present study which are comparable with the data reported for undergraduate deans in the earlier studies of this series. The distributions of salaries for the deanship positions are shown in Table 36 and are summarized by type of institution in Tables 39-47.

Business Vice-President or Business Manager

The administrative position most frequently reported is Business Vice-President or Business Manager (Chief Business Officer). Table 38 shows the distributions of salaries by type of institution among the 840 persons for whom this information is reported. The salaries range from $30,000 and over down to less than $5,000. The median annual salary is $14,914. About 1 in 10 (9.4 percent) is paid $23,500 or more, and about one in 20 (5.1 percent) is being paid 1 $25,500 or more. At the other extreme, about one in 10 (9.9 percent) is being paid less than $9,500 and about one in 20 (5.8 percent) is being paid less than $8,500.

The institutional median salaries range from $25,750 in the large nonpublic universities down to $9,800 in the nonpublic colleges. These distributions show a considerable amount of overlapping in the level of salaries paid to persons in this position in the various types of institutions.

An overview of differences among the types of institutions is provided by the following summary of the ratio of the median annual salary of the chief business officer to the median nine-month salary of professors:

Type of institution	Ratio of median to professors' median
Public universities (by enrollment)	
10,000 and over	1.5
5,000-9,999	1.2
Less than 5,000	1.2
Nonpublic universities (by enrollment)	
5,000 and over	1.6
Less than 5,000	1.3
Public colleges	1.1
Nonpublic colleges (by enrollment)	
1,000 and over	1.2
500-999	1.1
Less than 500	1.0
All chief business officers	1.0

Other Administrative Positions

The salaries of 796 persons having the position of director of libraries or chief librarian are reported in Tables 36-C and 39-47. The median salary of $11,817 is an increase of 15.6 percent above the median salary in the study two years ago. An annual salary of less than $8,000 is being paid to 11.3 percent; less than $7,000 is being paid to 4.5 percent of persons having the position of head librarian. At the other end of the distribution, 4.8 percent of the head librarians are being paid $21,000 or more; an annual salary of $18,500 or more is being paid to 9.5 percent of persons having this position.

The median salaries of head librarians in the different types of institutions range from $19,040 in the large public universities down to $7,800 in the small nonpublic colleges. The increase in median salaries since the previous study and the ratio of the median annual salary of the chief librarian to the median nine-month salary of professors in each type of institution are as follows:

Type of institution	Ratio of median to professors' median	Percent increase of median since 1965-66
Public universities (by enrollment)		
10,000 and over	1.2	7.6%
5,000-9,999	1.1	3.7
Less than 5,000	1.1	10.6
Nonpublic universities (by enrollment)		
5,000 and over	1.1	14.8
Less than 5,000	0.9	6.8
Public colleges	0.9	7.5
Nonpublic colleges (by enrollment)		
1,000 and over	0.9	14.3
500-999	0.8	17.8
Less than 500	0.8	7.2
All chief librarians	0.8	15.6%

Salaries are reported for 757 persons holding the position of registrar. These are shown in Tables 36-B and 39-47. The median salary of $10,366 is an increase of 13.6 percent during the past two years. An annual salary of less than $6,000 is being paid to 4.1 percent of the registrars; 10.7 percent receive an annual salary of less than $7,000. At the other end of the distribution, 4.1 percent of the registrars are being paid an annual salary of $16,500 or higher; 10.7 percent receive annual salaries of $15,000 or higher.

The median salaries of registrars in the various types of institutions range from $15,000 in the large public universities down to $7,051 in the small nonpublic colleges. The following is a list of the ratio of the median annual salary of registrars to the median nine-month salary of professors and the percent increase in the median salary of registrars since 1965-66 by the type of institution:

Type of institution	Ratio of median to professors' median	Percent increase of median since 1965-66
Public universities (by enrollment)		
10,000 and over	0.9	5.9%
5,000-9,999	1.0	4.8
Less than 5,000	0.9	7.0
Nonpublic universities (by enrollment)		
5,000 and over	0.8	12.5
Less than 5,000	0.7	6.2
Public colleges	0.9	16.0
Nonpublic colleges (by enrollment)		
1,000 and over	0.8	10.5
500-999	0.8	13.2
Less than 500	0.7	4.9
All registrars	0.7	13.6%

The salary being paid to the dean or director of admissions is reported by 707 institutions (Tables 36-B and 39-47). The median of the salaries of the deans or directors of admissions is $11,446, an increase of 10.4 percent over the median salary in the study two years ago. An annual salary of less than $8,000 is being paid to 9.9 percent of these persons; less than $7,000 is being paid to 4.7 percent. At the upper levels, 10.5 percent are being paid $16,500 or higher; 4.8 percent are being paid $18,500 or higher annual salaries.

The range of median salaries paid to the dean or director of admissions in the various types of institutions is from $16,500 in the large public universities down to $8,500 in the small nonpublic colleges. The ratios of the median annual salaries to the median nine-month salary of professors and the percent change of annual median salaries of dean or director of admissions since 1965-66 by type of institution are as follows:

Type of institution	Ratio of median to professors' median	Percent increase in median since 1965-66
Public universities (by enrollment)		
10,000 and over	1.0	17.9%
5,000-9,999	1.0	4.9
Less than 5,000	1.0	16.9
Nonpublic universities (by enrollment)		
5,000 and over	0.9	11.6
Less than 5,000	0.8	-0.4
Public colleges	0.9	5.9
Nonpublic colleges (by enrollment)		
1,000 and over	0.9	11.6
500-999	0.8	9.3
Less than 500	0.8	11.2
All deans or directors of admissions	0.8	10.4%

The other position in which the number of individuals for whom salary is reported exceeds two-thirds of the number of institutions is the Vice-President or Dean of Students (Chief Student Affairs Officer). The median salary of $14,086 is an increase of 17.1 percent over the median of $12,027 reported in 1965-66. An annual salary of less than $9,000 is being paid to 9.3 percent; less than $8,000 is being paid to 4.5 percent of persons having the position of chief student affairs officer. At the other end of the distribution 5.2 percent of these persons are being paid $22,500 or more; an annual salary of $21,000 or more is being paid to 9.6 percent of persons having this position.

The median salaries of the chief student affairs officers in the different types of institutions range from $21,000 in the large public universities down to $8,500 in the small nonpublic colleges. The increase in the median salaries since the previous study and the ratio of the median annual salary of the chief student affairs officers to the median nine-month salary of professors in each type of institution are as follows:

Type of institution	Ratio of median to professors' median	Percent increase in median since 1965-66
Public universities (by enrollment)		
10,000 and over	1.3	16.7%
5,000-9,999	1.2	3.9
Less than 5,000	1.1	10.5
Nonpublic universities (by enrollment)		
5,000 and over	1.1	29.8
Less than 5,000	1.0	12.8
Public colleges	1.1	13.6
Nonpublic colleges (by enrollment)		
1,000 and over	1.0	13.5
500-999	0.9	12.1
Less than 500	0.8	9.7
All chief student affairs officers	1.0	17.1%

The position of vice-president or director of development continues to grow at a more rapid pace than other administrative positions--58.1 percent of the reporting institutions have individuals with this title; two years ago this was 43.4 percent. The median salary of $14,797 is an increase of 19.9 percent over the median annual salary of $12,346 reported in 1965-66.

The median annual salaries and the percent increase of these medians over the median salaries two years ago for other positions in which salaries are reported for a large number of persons in the present and previous studies are as follows:

Position	Median salary	Percent increase over 1965-66
Assistant to the president	$13,163	12.8%
Academic vice-president or provost	21,341	4.1
Public relations vice-president or director	10,823	12.8
Dean of men	10,983	12.3
Dean of women	10,289	11.7
Dean of director of student placement	10,606	9.3
Budget officer or director of budget	13,114	4.9
Controller	12,643	0.8
Director of extension	14,125	14.4
Director of the summer session	15,875	13.2
Director or principal of laboratory school	12,900	17.3
Director of audio-visual service	11,136	8.6
Director of athletics	12,470	12.1
Head football coach	11,488	7.2
Head basketball coach	10,485	11.7

Deans of Professional Schools

Tables 36-D and 36-E contain the salary distributions of the deans or directors of the separately organized professional schools or colleges among the 257 universities reporting salary information. The range and quartile distributions are given by type of university in Tables 39-43. Salaries are reported for 240 deans or directors of the school or college of arts and sciences, identified separately for the first time in the present study. The median salary is $20,250 with 5.0 percent of the deans being paid $28,500 or more. An annual salary of less than $14,500 is being paid to 4.6 percent of these persons.

The dean of the graduate school is second most frequently reported with the salaries of 211 persons included in the present study; it has been the most frequently reported deanship position in previous studies of this series. The median salary of $19,917 is an increase of 5.0 percent over the median of $18,975 reported in 1965-66. An annual salary of $27,500 or more is being paid to 5.2 percent of persons having this position; 10.4 percent are being paid $25,500 or more. At the other extreme of the range an annual salary of less than $14,000 is being paid to 4.7 percent of the deans of graduate schools; 10.9 percent are being paid less than $15,500.

Salary information is reported for 199 deans of the school or college of education. The median salary of $20,089 is an increase of 7.5 percent over the median of $18,694 reported two years ago. At the top of the distribution 5.0 percent of the deans of schools or colleges of education are being paid $27,000 or more; 11.1 percent receive $26,000 or more in 1967-68. At the other extreme, 5.0 percent are being paid less than $14,500, and 8.5 percent receive less than $15,500.

The deanship of the school of business is reported 193 times with a median annual salary of $20,483; an increase of 10.7 percent over the median annual salary of $18,500 reported two years ago. An annual salary of $27,500 or higher is reported for 5.2 percent of the deans of the school of business; 10.4 percent are being paid $25,500 or more in 1967-68. At the other end of the distribution 4.1 percent are being paid less than $15,000 and 9.8 percent are being paid less than $16,500 in 1967-68.

Following are the median salaries in the other most frequently listed dean of professional school positions, together with the two-year percent of increase of the medians, from 1965-66 and 1967-68:

Separately organized school or college	Median salary of dean	Percent increase since 1965-66
Agriculture	$21,650	11.0%
Dentistry	26,125	12.4
Engineering	22,472	10.7
Extension	19,167	6.0
Fine arts	20,429	8.2
Home economics	18,417	10.5
Journalism	19,083	10.6
Law	24,458	15.5
Medicine	30,321	9.0
Music	17,583	2.7
Nursing	16,550	14.1
Pharmacy	21,125	15.4
Physical education ...	17,500	2.9
Social welfare	23,000	19.5
Veterinary medicine ..	24,250	12.8

Administrative Positions by Type of Institution

Tables 37 and 38 provide the distribution of salaries paid to the president and the business vice-president in each type of institution of higher education. Tables 39 through 47 provide many specific items about the other administrative positions by type of institution. These tables show the number of positions being reported and the high, low, median, and first and third quartiles for the positions reported most frequently in each type of institution.

TABLE 36 A.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 990 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1967-68

SALARY RANGE	PRESIDENT	ASST. TO THE PRESIDENT	ACADEMIC VICE PRESIDENT OR PROVOST	EXECUTIVE VICE PRESIDENT	DEAN OF ADMINISTRATION	DEAN OF STUDENTS	CHIEF BUSINESS OFFICER	DIRECTOR OF DEVELOPMENT	DIRECTOR OF PUBLIC RELATIONS	DIRECTOR OF RESEARCH	VICE PRESIDENT
1	2	3	4	5	6	7	8	9	10	11	12
$55,000 AND OVER ...	2	...	...	...	...	...	...	...	...	...	...
54,500-54,999 ...	1	...	...	...	...	...	...	...	...	...	...
48,500-48,999 ...	1	...	...	...	...	...	...	...	...	...	...
47,500-47,999 ...	8	...	...	...	...	...	...	...	...	...	...
44,500-44,999 ...	1	...	...	...	...	...	...	...	...	...	...
43,500-43,999 ...	...	...	...	...	...	...	1	...	...	...	...
42,500-42,999 ...	1	...	...	...	...	...	...	...	...	...	...
42,000-42,499 ...	2	...	...	...	...	...	1	...	...	...	...
41,500-41,999 ...	1	...	...	...	...	...	...	...	...	...	...
40,000-40,499 ...	10	...	...	...	...	...	...	...	...	...	1
39,500-39,999 ...	...	...	...	1	...	...	...	...	...	...	...
39,000-39,499 ...	1	...	1	...	...	...	...	...	...	...	...
38,500-38,999 ...	2	...	1	...	...	...	...	1	...	...	...
37,500-37,999 ...	6	...	...	3	...	...	1	...	...	...	...
37,000-37,499 ...	...	...	...	...	...	...	...	...	...	...	1
36,500-36,999 ...	1	...	...	...	...	...	...	...	...	...	...
36,000-36,499 ...	11	...	...	...	...	...	2	1	...	...	...
35,500-35,999 ...	...	...	1	...	...	...	1	1	...	...	...
35,000-35,499 ...	32	...	3	3	...	...	1	...	...	...	...
34,500-34,999 ...	1	...	1	...	...	...	2	...	...	...	...
34,000-34,499 ...	5	...	1	1	...	...	1	1	...	...	1
33,500-33,999 ...	1	...	1	1	...	...	...	...	...	...	...
33,000-33,499 ...	5	...	2	2	...	...	1	1	...	1	...
32,500-32,999 ...	5	...	3	...	...	...	...	2	...	...	...
32,000-32,499 ...	16	...	8	1	1	...	3	...	...	1	3
31,500-31,999 ...	3	...	2	1	...	...	...	...	...	...	...
31,000-31,499 ...	7	...	1	1	1	1	3	...	1	1	...
30,500-30,999 ...	1	...	1	...	...	...	...	...	...	...	...
30,000-30,499 ...	50	...	9	1	...	...	1	1	1	1	3
29,500-29,999 ...	2	...	1	...	1	...	...	1	...	1	...
29,000-29,499 ...	5	...	3	...	...	...	3	2	...	...	3
28,500-28,999 ...	16	...	4	1	...	...	...	...	2	2	1
28,000-28,499 ...	10	...	6	3	...	2	5	...	1	3	2
27,500-27,999 ...	17	...	6	3	1	1	...	1	...	1	...
27,000-27,499 ...	22	1	9	7	2	2	9	5	2	3	2
26,500-26,999 ...	7	2	4	...	2	2	2	1	...	2	2
26,000-26,499 ...	13	3	10	2	10	8	4	2	...	1	1
25,500-25,999 ...	5	1	3	2	1	1	2	...	...	2	1
25,000-25,499 ...	62	2	17	5	3	2	14	15	2	8	4
24,500-24,999 ...	7	1	2	1	3	2	2	1	...	2	1
24,000-24,499 ...	22	...	13	4	4	4	13	4	2	5	2
23,500-23,999 ...	10	1	7	1	...	3	7	2	...	3	...
23,000-23,499 ...	23	...	13	5	1	4	10	9	4	6	3
22,500-22,999 ...	31	1	12	3	3	4	9	5	4	7	1
22,000-22,499 ...	33	6	10	2	2	11	14	6	1	2	4
21,500-21,999 ...	25	2	10	2	5	8	6	2	1	1	2
21,000-21,499 ...	49	2	11	6	6	11	12	8	4	7	6
20,500-20,999 ...	13	1	9	4	5	10	10	8	3	2	2
20,000-20,499 ...	63	6	19	6	11	8	14	20	7	6	5
19,500-19,999 ...	16	4	6	4	7	8	14	6	4	2	2
19,000-19,499 ...	10	5	12	5	16	15	17	8	3	4	4
18,500-18,999 ...	14	9	9	3	16	11	19	8	4	3	...
18,000-18,499 ...	30	12	20	3	26	20	26	24	9	6	...
17,500-17,999 ...	20	7	9	3	17	13	21	12	6	6	2
17,000-17,499 ...	18	5	10	1	17	28	33	15	11	3	3
16,500-16,999 ...	10	9	7	1	16	20	20	13	10	5	1
16,000-16,499 ...	19	19	6	2	14	31	38	32	8	8	2
15,500-15,999 ...	7	13	5	...	9	22	33	19	11	2	1
15,000-15,499 ...	29	24	10	5	22	49	40	44	28	14	2
14,500-14,999 ...	3	9	7	2	14	18	29	16	11	1	3
14,000-14,499 ...	10	11	5	2	10	32	36	27	13	5	1
13,500-13,999 ...	4	13	2	2	14	26	36	23	9	1	3
13,000-13,499 ...	10	23	2	...	11	37	35	23	23	3	1
12,500-12,999 ...	10	14	3	2	11	29	27	20	26	2	...
12,000-12,499 ...	15	17	4	3	11	31	47	33	32	10	2
11,500-11,999 ...	4	18	2	...	6	23	22	13	20	2	2
11,000-11,499 ...	3	21	2	1	3	29	31	26	28	1	...
10,500-10,999 ...	6	14	3	1	6	30	23	18	31	2	1
10,000-10,499 ...	8	21	2	...	7	24	33	31	37	...	2
9,500- 9,999 ...	4	8	2	...	5	19	23	13	49	...	...
9,000- 9,499 ...	2	18	...	...	4	28	22	12	36	1	...
8,500- 8,999 ...	6	11	2	...	4	15	12	11	43	...	...
8,000 -8,499 ...	3	11	1	...	6	18	15	15	34	...	...
7,500- 7,999 ...	2	8	...	...	1	6	8	4	31	...	1
7,000- 7,499 ...	1	3	...	...	...	10	8	3	26	...	...
6,500- 6,999 ...	1	2	...	1	...	5	6	2	6	...	...
6,000- 6,499 ...	1	7	1	...	1	6	6	2	8	...	...
5,500- 5,999 ...	3	3	1	...	1	1	2	...	2	...	...
5,000- 5,499 ...	...	1	...	...	2	2	2	2	6	...	...
BELOW $5,000	...	...	...	...	...	1	2	...	4	...	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	878	369	337	113	339	691	840	575	604	149	84
FIRST QUARTILE	$18,342	$10,482	$17,903	$18,375	$13,705	$11,134	$11,886	$11,683	$ 8,895	$15,330	$16,500
MEDIAN SALARY	$22,303	$13,163	$21,341	$21,458	$16,734	$14,086	$14,914	$14,797	$10,823	$18,917	$21,167
THIRD QUARTILE	$27,632	$16,178	$25,404	$27,054	$19,008	$17,112	$18,385	$18,047	$14,077	$23,479	$25,500

TABLE 36 B.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 990 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1967-68

SALARY RANGE	DEAN OF COLLEGE	DEAN OF MEN	DEAN OF WOMEN	DEAN OR DIRECTOR OF ADMISSIONS	REGISTRAR	DEAN OR DIRECTOR OF STUDENT PLACEMENT	DEAN OR DIRECTOR OF STUDENT TESTING SERVICE	DIRECTOR OF STUDENT FINANCIAL AID	DIRECTOR OF BUDGET	CONTROLLER	DIRECTOR OF NON-ACADEMIC PERSONNEL
1	2	3	4	5	6	7	8	9	10	11	12
$30,000-30,499 ...	...	...	...	...	...	...	...	...	...	1	...
29,500-29,999 ...	...	...	...	...	...	...	...	...	...	...	...
29,000-29,499 ...	...	...	1	...	...	...	...	...	...	...	...
28,500-28,999 ...	...	...	...	...	...	...	...	...	...	...	...
28,000-28,499 ...	...	...	...	...	...	...	...	...	...	...	1
27,500-27,999 ...	...	...	...	...	...	...	...	...	...	...	...
27,000-27,499 ...	1	1	...	...	...	...	...	...	...	...	...
26,500-26,999 ...	...	...	...	...	...	...	...	...	...	...	...
26,000-26,499 ...	1	...	...	...	...	...	...	...	...	1	...
25,500-25,999 ...	...	...	...	...	...	...	...	...	...	...	...
25,000-25,499 ...	1	...	...	...	...	...	1	...	1	...	...
24,500-24,999 ...	...	...	...	...	...	...	1	...	...	...	...
24,000-24,499 ...	3	...	...	...	...	...	...	...	...	1	...
23,500-23,999 ...	...	...	...	1	...	1	...	...	...	1	...
23,000-23,499 ...	2	...	...	...	...	1	2	1	...	2	...
22,500-22,999 ...	2	...	...	...	1	1	...	...	1	2	...
22,000-22,499 ...	4	...	...	1	2	1	...	...	3	2	...
21,500-21,999 ...	5	...	...	3	...	...	1	...	...	1	...
21,000-21,499 ...	4	...	...	4	1	...	1	1	2	6	...
20,500-20,999 ...	4	...	2	1	...	...	...	...	...	1	1
20,000-20,499 ...	14	1	...	5	1	2	1	1	4	6	...
19,500-19,999 ...	6	1	2	2	1	1	1	1	...	2	...
19,000-19,499 ...	13	1	...	5	5	1	2	...	1	7	2
18,500-18,999 ...	4	2	...	12	2	2	...	...	3	5	...
18,000-18,499 ...	28	6	1	8	4	1	2	...	3	13	2
17,500-17,999 ...	13	4	3	11	3	5	5	1	3	6	2
17,000-17,499 ...	17	7	1	9	6	9	5	1	2	5	3
16,500-16,999 ...	11	9	8	12	5	3	3	3	2	11	4
16,000-16,499 ...	16	5	8	16	16	6	3	4	5	9	5
15,500-15,999 ...	9	6	4	16	10	6	14	4	3	8	6
15,000-15,499 ...	24	10	8	28	24	11	11	4	7	16	5
14,500-14,999 ...	12	11	14	25	20	3	6	6	3	10	6
14,000-14,499 ...	12	17	12	25	19	14	12	6	9	14	9
13,500-13,999 ...	7	15	17	23	26	14	13	8	9	14	9
13,000-13,499 ...	11	24	15	37	25	17	18	20	11	14	15
12,500-12,999 ...	6	23	25	26	33	18	10	16	4	21	12
12,000-12,499 ...	13	34	33	51	41	22	14	18	5	14	9
11,500-11,999 ...	4	19	35	28	38	33	13	16	10	18	10
11,000-11,499 ...	7	37	45	42	42	23	8	23	11	16	13
10,500-10,999 ...	8	30	30	40	38	26	15	33	3	23	11
10,000-10,499 ...	9	34	45	47	58	33	15	50	7	28	15
9,500- 9,999 ...	2	35	36	43	39	20	7	47	3	14	7
9,000- 9,499 ...	4	28	38	56	57	24	7	43	5	14	15
8,500- 8,999 ...	4	22	29	34	51	28	7	39	1	14	9
8,000 -8,499 ...	1	23	38	28	40	26	12	37	6	9	11
7,500- 7,999 ...	4	12	28	20	30	18	8	33	2	4	11
7,000- 7,499 ...	...	15	25	15	38	14	5	46	5	6	9
6,500- 6,999 ...	...	11	15	11	19	17	2	15	3	1	3
6,000- 6,499 ...	1	8	14	12	31	12	4	33	2	3	6
5,500- 5,999 ...	...	7	9	4	11	6	1	12	...	1	2
5,000- 5,499 ...	1	4	8	2	8	6	...	9	...	...	...
BELOW $5,000	1	6	17	4	12	6	...	10	...	2	2
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	289	468	566	707	757	431	230	541	139	346	215
FIRST QUARTILE	$13,330	$ 9,161	$ 8,336	$ 9,417	$ 8,502	$ 8,349	$10,150	$ 7,655	$10,625	$10,330	$ 9,025
MEDIAN SALARY	$16,141	$10,983	$10,289	$11,446	$10,366	$10,606	$12,393	$ 9,424	$13,114	$12,643	$11,250
THIRD QUARTILE	$18,353	$13,063	$12,189	$14,145	$12,723	$12,757	$14,625	$10,981	$15,375	$15,719	$13,569

TABLE 36 C.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 990 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1967-68

SALARY RANGE 1	DIRECTOR OF EVENING SCHOOL 2	DIRECTOR OF EXTENSION 3	DIRECTOR OF SUMMER SESSION 4	DIRECTOR OR PRINCIPAL OF LABORATORY SCHOOL 5	DIRECTOR OF INSTITUTIONAL RESEARCH 6	DIRECTOR OF AUDIO-VISUAL SERVICES 7	CHIEF LIBRARIAN 8	DIRECTOR OF ATHLETICS 9	HEAD FOOTBALL COACH 10	HEAD BASKETBALL COACH 11
$31,500-31,999 ..	...	...	...	...	...	...	1	...	...	...
31,000-31,499 ..	...	...	...	...	...	...	...	...	...	...
30,500-30,999 ..	...	...	...	...	...	...	...	...	...	...
30,000-30,499 ..	...	...	...	...	...	...	...	2	...	...
29,500-29,999 ..	...	...	...	...	...	...	...	...	...	...
29,000-29,499 ..	...	...	...	...	...	...	1	1	...	...
28,500-28,999 ..	...	...	...	...	...	...	1	...	...	...
28,000-28,499 ..	...	...	...	...	...	...	...	1	...	...
27,500-27,999 ..	...	...	1	...	...	...	...	...	...	...
27,000-27,499 ..	...	1	...	...	...	...	1	...	...	...
26,500-26,999 ..	...	...	...	...	...	...	1	1	...	...
26,000-26,499 ..	...	...	3	...	1	...	1	1	1	...
25,500-25,999 ..	1	...	...	...	...	...	1	2	2	...
25,000-25,499 ..	...	...	1	...	...	...	2	4	4	...
24,500-24,999 ..	...	1	1	1	...	...	1	...	...	...
24,000-24,499 ..	...	2	...	...	...	...	...	3	2	...
23,500-23,999 ..	...	...	...	...	1	...	1	2	2	...
23,000-23,499 ..	...	4	...	...	3	...	5	3	5	...
22,500-22,999 ..	...	...	...	...	...	...	4	1	...	...
22,000-22,499 ..	2	2	1	...	1	1	4	5	4	...
21,500-21,999 ..	1	1	1	1	1	...	8	3	...	...
21,000-21,499 ..	1	3	3	...	2	1	6	5	2	...
20,500-20,999 ..	1	2	2	1	2	...	4	3	2	...
20,000-20,499 ..	2	3	3	2	4	...	9	7	4	...
19,500-19,999 ..	2	5	4	1	2	3	5	3	4	...
19,000-19,499 ..	1	3	6	2	3	...	12	5	5	3
18,500-18,999 ..	6	4	4	1	7	2	8	8	2	...
18,000-18,499 ..	1	3	7	3	7	2	10	9	6	1
17,500-17,999 ..	4	4	5	2	5	3	13	8	4	1
17,000-17,499 ..	5	3	6	5	4	6	16	9	4	3
16,500-16,999 ..	4	5	2	4	3	6	12	13	5	3
16,000-16,499 ..	4	1	3	5	8	5	19	14	4	10
15,500-15,999 ..	7	4	6	2	12	4	18	9	...	...
15,000-15,499 ..	5	7	7	9	15	9	30	20	8	8
14,500-14,999 ..	3	4	2	4	6	7	22	17	3	6
14,000-14,499 ..	10	6	1	8	7	8	23	27	10	12
13,500-13,999 ..	5	6	5	3	10	8	24	18	11	12
13,000-13,499 ..	4	11	3	5	10	14	37	36	14	14
12,500-12,999 ..	2	10	8	10	12	12	39	20	17	14
12,000-12,499 ..	15	5	...	3	6	14	48	41	11	27
11,500-11,999 ..	3	5	2	7	8	10	30	18	12	16
11,000-11,499 ..	6	6	2	11	9	11	46	36	21	29
10,500-10,999 ..	7	2	3	9	9	15	46	24	28	29
10,000-10,499 ..	2	5	3	11	4	16	68	27	25	34
9,500- 9,999 ..	3	1	2	3	1	11	36	21	20	30
9,000- 9,499 ..	4	4	1	2	6	12	30	22	18	46
8,500- 8,999 ..	...	3	1	1	2	10	30	16	10	24
8,000 -8,499 ..	1	3	1	1	3	15	33	19	11	24
7,500- 7,999 ..	1	...	...	3	2	13	26	13	8	18
7,000- 7,499 ..	1	1	...	1	2	7	28	11	3	5
6,500- 6,999 ..	2	1	...	...	1	2	8	6	1	5
6,000- 6,499 ..	2	...	1	...	...	10	12	5	3	1
5,500- 5,999 ..	2	1	...	1	...	4	4	2	...	1
5,000- 5,499 ..	1	...	...	...	1	4	4	2	1	1
BELOW $5,000	...	1	8	...	...	1	8	2	...	1
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	121	133	109	122	180	246	796	525	297	378
FIRST QUARTILE	$ 11,354	$ 12,025	$ 12,703	$ 10,917	$ 11,813	$ 8,775	$ 9,722	$ 10,227	$ 9,981	$ 9,158
MEDIAN SALARY	$ 13,950	$ 14,125	$ 15,875	$ 12,900	$ 14,286	$ 11,136	$ 11,817	$ 12,470	$ 11,488	$ 10,485
THIRD QUARTILE	$ 16,594	$ 18,125	$ 18,844	$ 15,472	$ 16,667	$ 13,719	$ 14,886	$ 15,269	$ 14,438	$ 12,361

TABLE 36 D.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 257 UNIVERSITIES, 1967-68

	DEAN, SCHOOL (OR COLLEGE) OF									
SALARY RANGE	GRADUATE SCHOOL	ARTS AND SCIENCES	AGRI-CULTURE	BUSINESS	DENTISTRY	EDUCATION	ENGI-NEERING	EXTENSION	FINE ARTS	FORESTRY OR NATURAL RESOURCES
1	2	3	4	5	6	7	8	9	10	11
$34,000-35,999 ..	...	...	...	...	...	1	...	...	...	...
32,000-33,999 ..	...	2	...	3	1	1	4	...	1	...
30,000-31,999 ..	3	4	2	1	7	1	6	...	...	...
29,500-29,999 ..	...	...	...	...	1	...	...	...	...	...
29,000-29,499 ..	2	4	3	1	...	...	3	...	1	...
28,500-28,999 ..	1	2	...	3	...	...	2	...	...	...
28,000-28,499 ..	2	3	...	1	...	5	1	...	1	...
27,500-27,999 ..	3	1	...	1	4	...	1	...	1	...
27,000-27,499 ..	3	6	1	1	1	2	4	...	1	...
26,500-26,999 ..	...	6	...	1	1	5	2	1	...	1
26,000-26,499 ..	5	7	2	3	2	7	6	1	2	1
25,500-25,999 ..	3	6	1	5	...	3	6	1	1	...
25,000-25,499 ..	8	11	6	7	4	6	8	...	3	1
24,500-24,999 ..	6	9	4	6	...	3	1	1	1	2
24,000-24,499 ..	8	8	...	7	4	3	7	6	6	1
23,500-23,999 ..	2	1	2	5	...	6	6	...	2	2
23,000-23,499 ..	8	10	...	6	1	4	8	3	1	1
22,500-22,999 ..	4	9	1	11	1	7	5	4	4	...
22,000-22,499 ..	14	9	4	8	...	11	9	3	3	...
21,500-21,999 ..	7	5	5	6	2	9	8	1	5	...
21,000-21,499 ..	7	6	4	15	1	11	3	2	5	...
20,500-20,999 ..	4	5	3	5	1	3	1	...	6	...
20,000-20,499 ..	14	12	3	15	...	14	7	5	7	3
19,500-19,999 ..	9	5	3	4	...	11	3	2	1	1
19,000-19,499 ..	10	16	2	8	...	9	8	3	2	2
18,500-18,999 ..	5	13	...	10	...	5	4	1	3	1
18,000-18,499 ..	22	17	5	14	1	16	5	2	8	2
17,500-17,999 ..	8	13	...	9	...	11	1	5	3	...
17,000-17,499 ..	12	14	1	11	1	8	1	4	2	...
16,500-16,999 ..	8	7	...	7	...	8	3	3	7	1
16,000-16,499 ..	4	4	1	5	...	5	3	1	1	...
15,500-15,999 ..	6	3	2	3	...	7	5	3	1	1
15,000-15,499 ..	8	11	1	3	...	4	3	2	1	...
14,500-14,999 ..	2	...	...	2	...	3	...	1	1	1
14,000-14,499 ..	3	5	1	2	...	3	1	4	3	...
13,500-13,999 ..	2	...	1	...	...	3	...	...	...	...
13,000-13,499 ..	5	1	...	...	...	2	3	...	1	...
12,500-12,999 ..	...	1	...	2	...	...	2	1	...	...
12,000-12,499 ..	...	1	...	1	...	...	...	1	2	...
11,500-11,999 ..	...	...	...	1	...	...	1	...	1	...
11,000-11,499 ..	...	2	1	...	...	1	...	2	1	...
10,500-10,999 ..	...	...	...	...	...	...	...	...	...	...
10,000-10,499 ..	...	...	...	...	...	...	...	...	1	...
BELOW $10,000 ...	3	1	...	...	...	1	...	1	...	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	211	240	59	193	33	199	141	64	90	21
FIRST QUARTILE	$ 17,490	$ 17,885	$ 19,438	$ 18,080	$ 24,031	$ 17,716	$ 19,203	$ 16,500	$ 17,583	$ 18,625
MEDIAN SALARY	$ 19,917	$ 20,250	$ 21,650	$ 20,483	$ 26,125	$ 20,089	$ 22,472	$ 19,167	$ 20,429	$ 20,250
THIRD QUARTILE	$ 23,078	$ 24,556	$ 25,021	$ 23,229	$ 29,875	$ 22,804	$ 25,484	$ 22,625	$ 22,813	$ 24,375

TABLE 36 E.--ADMINISTRATIVE OFFICERS' SALARIES. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 257 UNIVERSITIES, 1967-68

SALARY RANGE	DEAN, SCHOOL (OR COLLEGE) OF HOME ECONOMICS	JOUR-NALISM	LAW	MEDICINE	MUSIC	NURSING	PHARMACY	PHYSICAL EDUCATION	SOCIAL WELFARE	VETER-INARY MEDICINE	OTHER
1	2	3	4	5	6	7	8	9	10	11	12
$40,000 AND OVER	...	...	...	5	...	...	...	...	...	...	...
38,000-39,999 ..	...	...	...	3	...	...	...	...	...	...	...
36,000-37,999 ..	...	...	...	2	...	...	...	...	...	...	2
34,000-35,999 ..	...	...	2	5	...	...	...	...	...	...	2
32,000-33,999 ..	...	...	3	7	...	...	...	...	1	...	1
30,000-31,999 ..	...	...	4	7	...	...	...	...	1	...	1
29,500-29,999 ..	...	...	2	...	...	...	...	...	...	...	...
29,000-29,499 ..	...	...	2	3	...	...	...	...	...	...	1
28,500-28,999 ..	...	...	3	2	...	...	1	...	...	2	...
28,000-28,499 ..	...	...	1	4	...	...	...	...	...	1	...
27,500-27,999 ..	...	...	1	1	1	...	1	...	...	...	...
27,000-27,499 ..	...	...	4	1	...	...	3	...	1	...	3
26,500-26,999 ..	...	...	1	1	...	...	...	...	...	...	2
26,000-26,499 ..	...	1	7	1	1	...	2	1	1	1	2
25,500-25,999 ..	...	...	1	...	1	...	2	...	...	1	...
25,000-25,499 ..	...	1	12	2	1	1	2	...	6	1	7
24,500-24,999 ..	...	...	3	1	...	1	...	...	1	1	4
24,000-24,499 ..	1	...	6	1	1	...	...	...	5	2	4
23,500-23,999 ..	...	1	3	...	...	1	1	1	3	...	2
23,000-23,499 ..	...	3	4	1	2	1	3	...	2	2	5
22,500-22,999 ..	1	...	2	...	1	...	2	...	1	...	3
22,000-22,499 ..	4	1	4	1	2	...	2	3	2	1	6
21,500-21,999 ..	1	...	2	...	1	2	3	1	2	...	7
21,000-21,499 ..	1	...	2	1	...	6	8	2	4	...	8
20,500-20,999 ..	3	1	3	...	4	1	1	1	...	1	3
20,000-20,499 ..	4	...	2	...	2	6	1	...	...	...	7
19,500-19,999 ..	2	1	2	...	1	...	2	2	4	...	8
19,000-19,499 ..	3	3	4	...	3	2	4	2	2	2	6
18,500-18,999 ..	6	2	1	...	...	3	4	4	5	...	5
18,000-18,499 ..	3	1	3	...	3	5	4	1	...	...	10
17,500-17,999 ..	2	3	1	...	3	2	3	2	...	...	4
17,000-17,499 ..	4	2	1	...	1	6	2	4	...	...	6
16,500-16,999 ..	2	...	1	...	4	5	...	4	...	...	3
16,000-16,499 ..	3	1	4	...	5	7	3	3	...	...	5
15,500-15,999 ..	...	1	...	...	4	1	...	...	1	1	4
15,000-15,499 ..	2	...	2	...	2	7	...	1	...	...	5
14,500-14,999 ..	...	1	...	...	...	3	1	1	...	...	3
14,000-14,499 ..	5	...	...	...	1	3	...	1	...	...	5
13,500-13,999 ..	2	...	...	...	...	3	...	2	...	...	1
13,000-13,499 ..	1	...	...	...	...	3	1	...	...	...	3
12,500-12,999 ..	...	...	...	...	...	...	...	...	...	...	2
12,000-12,499 ..	...	...	...	...	4	5	...	1	...	...	...
11,500-11,999 ..	1	...	...	...	2	2	...	3	...	...	2
11,000-11,499 ..	1	...	...	...	2	1	...	...	...	...	...
10,500-10,999 ..	...	...	...	...	...	2	...	...	...	...	...
10,000-10,499 ..	...	...	...	...	1	2	...	...	...	...	...
BELOW $10,000 ...	1	...	...	...	...	2	...	...	...	...	2
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	53	23	93	49	53	83	56	40	42	16	144
FIRST QUARTILE	$16,042	$17,625	$20,875	$28,156	$15,656	$14,125	$18,500	$16,167	$19,813	$21,500	$17,083
MEDIAN SALARY	$18,417	$19,083	$24,458	$30,321	$17,583	$16,550	$21,125	$17,500	$23,000	$24,250	$19,875
THIRD QUARTILE	$20,219	$23,042	$26,482	$31,275	$20,719	$19,063	$23,167	$19,750	$24,750	$26,000	$23,000

TABLE 37 A.--PRESIDENTS' SALARIES. DISTRIBUTION OF SALARIES PAID TO PRESIDENTS IN 855 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1967-68

SALARY RANGE	PUBLIC UNIVERSITIES (BY ENROLLMENT) 10,000 AND OVER	PUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000-9,999	PUBLIC UNIVERSITIES (BY ENROLLMENT) UNDER 5,000	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) 5,000 AND OVER	NONPUBLIC UNIVERSITIES (BY ENROLLMENT) UNDER 5,000	PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT) 1,000 AND OVER	NONPUBLIC COLLEGES (BY ENROLLMENT) 500-999	NONPUBLIC COLLEGES (BY ENROLLMENT) UNDER 500	TOTAL
1	2	3	4	5	6	7	8	9	10	11
$60,000 AND OVER .	...	...	...	...	1	...	...	...	...	1
58,000-59,999 ...	...	...	...	...	...	...	...	...	...	...
56,000-57,999 ...	...	...	...	...	...	...	...	...	...	...
54,000-55,999 ...	...	...	...	1	...	...	...	...	...	1
52,000-53,999 ...	...	...	...	...	...	...	...	...	...	...
50,000-51,999 ...	...	...	...	...	...	...	...	...	...	...
48,000-49,999 ...	2	...	...	...	...	...	...	...	...	2
46,000-47,999 ...	...	...	...	...	...	...	...	...	...	...
44,000-45,999 ...	3	...	...	3	2	...	1	...	...	9
42,000-43,999 ...	1	...	...	2	...	...	...	...	...	3
40,000-41,999 ...	4	2	...	3	1	...	1	...	...	11
38,000-39,999 ...	2	...	...	1	...	...	...	...	...	3
36,000-37,999 ...	8	3	...	...	2	...	4	1	...	18
34,000-35,999 ...	17	1	...	6	6	1	2	2	3	38
32,000-33,999 ...	10	3	...	1	4	7	2	...	...	27
30,000-31,999 ...	13	6	2	3	8	4	17	7	1	61
29,500-29,999 ...	...	1	...	...	...	1	...	...	...	2
29,000-29,499 ...	...	1	1	...	1	...	2	...	...	5
28,500-28,999 ...	...	1	6	...	...	4	4	...	1	16
28,000-28,499 ...	...	1	...	...	2	2	2	2	1	10
27,500-27,999 ...	5	4	2	...	...	2	2	1	1	17
27,000-27,499 ...	3	7	5	...	...	1	2	4	...	22
26,500-26,999 ...	2	1	1	...	...	...	1	2	...	7
26,000-26,499 ...	1	2	1	...	2	2	3	1	1	13
25,500-25,999 ...	1	1	...	...	...	2	...	1	...	5
25,000-25,499 ...	...	3	1	...	6	10	19	19	4	62
24,500-24,999 ...	...	3	1	...	...	2	...	...	1	7
24,000-24,499 ...	1	5	1	...	2	3	6	4	...	22
23,500-23,999 ...	...	...	1	...	...	4	3	1	1	10
23,000-23,499 ...	1	5	2	...	...	5	4	4	2	23
22,500-22,999 ...	1	1	3	...	1	11	8	5	1	31
22,000-22,499 ...	3	1	...	...	1	8	12	3	5	33
21,500-21,999 ...	...	5	4	...	...	12	2	2	...	25
21,000-21,499 ...	...	6	4	1	1	17	9	7	4	49
20,500-20,999 ...	...	1	3	...	...	5	2	2	...	13
20,000-20,499 ...	...	3	1	...	2	18	13	25	1	63
19,500-19,999 ...	...	...	1	...	...	7	4	3	1	16
19,000-19,499 ...	...	...	...	...	...	2	2	6	...	10
18,500-18,999 ...	...	...	...	2	...	4	3	2	3	14
18,000-18,499 ...	...	...	1	...	...	5	10	9	5	30
17,500-17,999 ...	...	...	...	...	1	8	3	5	3	20
17,000-17,499 ...	...	1	...	...	...	6	4	6	1	18
16,500-16,999 ...	...	...	1	...	...	3	2	3	1	10
16,000-16,499 ...	...	...	...	1	...	3	2	7	6	19
15,500-15,999 ...	...	...	...	...	...	...	1	5	1	7
15,000-15,499 ...	...	...	...	...	...	3	2	13	11	29
14,500-14,999 ...	...	...	...	...	...	...	1	1	1	3
14,000-14,499 ...	...	...	...	...	...	1	2	3	4	10
13,500-13,999 ...	...	...	...	...	...	...	1	2	1	4
13,000-13,499 ...	...	...	...	...	...	...	3	3	4	10
12,500-12,999 ...	...	...	...	...	...	...	1	3	6	10
12,000-12,499 ...	...	...	...	...	...	...	3	1	11	15
11,500-11,999 ...	...	...	...	...	...	...	...	1	3	4
11,000-11,499 ...	...	...	...	...	...	...	...	...	3	3
10,500-10,999 ...	...	...	...	...	...	...	...	5	1	6
10,000-10,499 ...	...	...	...	...	...	...	1	1	6	8
9,000- 9,499 ...	...	...	...	...	...	...	...	...	4	4
9,500- 9,999 ...	...	...	...	...	...	...	...	...	2	2
BELOW $9,000	...	...	...	...	1	...	...	1	15	17
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	78	68	42	24	44	163	166	173	120	878
FIRST QUARTILE	$ 30,231	$ 22,500	$ 21,438	$ 31,333	$ 25,167	$ 19,912	$ 19,563	$ 16,305	$ 11,334	$ 18,343
MEDIAN SALARY	$ 33,600	$ 25,500	$ 24,000	$ 35,333	$ 30,500	$ 21,485	$ 22,500	$ 20,130	$ 14,501	$ 22,303
THIRD QUARTILE	$ 36,125	$ 29,000	$ 27,625	$ 42,000	$ 34,333	$ 24,042	$ 26,250	$ 24,094	$ 18,668	$ 27,632

TABLE 37B.--DISTRIBUTION OF PERQUISITES REPORTED FOR PRESIDENTS, 855 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, 1967-68

Perquisite	Public universities (by enrollment)			Nonpublic universities (by enrollment)		Public colleges	Nonpublic colleges (by enrollment)			Total	Percent
	10,000 and over	5,000-9,999	Under 5,000	5,000 and over	Under 5,000		1,000 and over	500-999	Under 500		
1	2	3	4	5	6	7	8	9	10	11	12
House	56	49	28	15	26	102	127	133	60	596	27.2%
Utilities	44	44	20	10	20	80	104	106	40	468	21.4
Expense allowance	36	19	13	15	19	53	103	105	60	423	19.3
Car	49	30	14	16	25	54	99	82	36	405	18.5
Servants	32	28	11	11	13	30	57	40	7	229	10.5
Other	6	8	0	4	2	2	11	21	16	70	3.2
Total reported	223	178	86	71	105	321	501	487	219	2,191	100.1%*
Number of persons for whom salary data are reported	78	68	42	24	44	163	166	173	120	878	...
Average number of perquisites per person	2.9	2.6	2.0	3.0	2.4	2.0	3.0	2.8	1.8	2.5	...

*Percents do not add to 100.0 because of rounding.

TABLE 38.--BUSINESS VICE PRESIDENTS' SALARIES. DISTRIBUTION OF SALARIES PAID TO BUSINESS VICE PRESIDENTS OR BUSINESS MANAGERS IN 820 INSTITUTIONS GRANTING THE 4-YEAR OR HIGHER DEGREE, BY TYPE OF INSTITUTION, 1967-68

SALARY RANGE	PUBLIC UNIVERSITIES (BY ENROLLMENT)			NONPUBLIC UNIVERSITIES (BY ENROLLMENT)		PUBLIC COLLEGES	NONPUBLIC COLLEGES (BY ENROLLMENT)			TOTAL
	10,000 AND OVER	5,000-9,999	UNDER 5,000	5,000 AND OVER	UNDER 5,000		1,000 AND OVER	500-999	UNDER 500	
1	2	3	4	5	6	7	8	9	10	11
$30,000 AND OVER	9	...	...	7	1	...	1	...	...	18
29,500-29,999	...	...	...	...	...	...	...	...	...	...
29,000-29,499	2	...	...	...	1	...	...	...	...	3
28,500-28,999	...	...	...	...	...	...	...	...	...	...
28,000-28,499	3	...	...	1	1	...	...	...	...	5
27,500-27,999	...	...	...	...	...	...	...	...	...	...
27,000-27,499	6	2	...	...	...	...	1	...	...	9
26,500-26,999	1	...	...	1	...	...	...	...	...	2
26,000-26,499	3	...	...	1	...	...	...	...	...	4
25,500-25,999	1	...	...	...	1	...	...	...	...	2
25,000-25,499	5	...	...	4	4	1	...	...	...	14
24,500-24,999	1	1	...	...	...	...	...	...	...	2
24,000-24,499	4	1	1	1	2	1	3	...	...	13
23,500-23,999	3	2	...	1	...	...	1	...	...	7
23,000-23,499	6	1	...	...	1	1	1	...	...	10
22,500-22,999	4	1	1	...	1	1	...	1	...	9
22,000-22,499	5	3	...	1	1	...	3	...	1	14
21,500-21,999	...	1	...	...	3	...	2	...	...	6
21,000-21,499	...	3	...	1	3	...	3	1	1	12
20,500-20,999	2	...	1	...	3	2	...	2	...	10
20,000-20,499	2	2	1	...	1	1	4	2	1	14
19,500-19,999	1	...	1	1	...	4	5	2	...	14
19,000-19,499	2	1	...	...	3	4	6	1	...	17
18,500-18,999	3	3	1	...	3	3	5	1	...	19
18,000-18,499	...	5	5	...	4	3	5	3	1	26
17,500-17,999	2	2	1	1	3	4	5	2	1	21
17,000-17,499	...	5	6	...	4	7	4	7	...	33
16,500-16,999	1	6	...	...	...	3	6	4	...	20
16,000-16,499	1	7	...	...	...	6	14	7	3	38
15,500-15,999	2	...	4	...	...	8	11	8	...	33
15,000-15,499	2	2	3	...	1	9	10	10	3	40
14,500-14,999	...	1	1	...	1	6	11	6	3	29
14,000-14,499	...	4	2	...	...	12	7	10	1	36
13,500-13,999	...	3	4	...	...	10	10	7	2	36
13,000-13,499	...	1	2	...	1	7	12	8	4	35
12,500-12,999	...	...	2	...	...	12	4	5	4	27
12,000-12,499	...	4	1	...	2	10	8	17	5	47
11,500-11,999	1	...	1	...	1	3	6	8	2	22
11,000-11,499	...	1	...	...	1	12	3	10	4	31
10,500-10,999	...	1	...	...	1	6	5	7	3	23
10,000-10,499	1	...	...	...	2	7	5	9	9	33
9,500- 9,999	...	...	2	...	...	2	3	11	5	23
9,000- 9,499	...	1	...	...	...	1	4	9	7	22
8,500- 8,999	...	...	...	...	1	1	...	6	4	12
8,000- 8,499	...	...	...	...	...	1	2	3	9	15
7,500- 7,999	1	...	...	...	...	...	...	2	5	8
7,000- 7,499	1	...	...	...	...	...	...	2	5	8
6,500- 6,999	...	...	...	...	...	...	...	1	5	6
6,000- 6,499	...	...	...	...	...	...	...	...	6	6
5,500- 5,999	...	...	...	...	...	...	...	...	2	2
5,000- 5,499	...	...	...	...	...	...	...	...	2	2
BELOW $5,000	...	...	...	...	...	...	...	...	2	2
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	75	64	40	20	51	148	170	172	100	840
FIRST QUARTILE	$ 20,188	$ 15,000	$ 13,750	$ 24,000	$ 17,219	$ 12,200	$ 13,104	$ 10,500	$ 7,800	$ 11,886
MEDIAN SALARY	$ 23,583	$ 17,100	$ 15,750	$ 25,750	$ 19,083	$ 14,083	$ 15,250	$ 12,600	$ 9,800	$ 14,914
THIRD QUARTILE	$ 27,104	$ 20,250	$ 18,100	$ 30,143	$ 22,125	$ 16,333	$ 17,750	$ 15,400	$ 12,500	$ 18,385

TABLE 39.--LARGE PUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 10,000 AND OVER, 1967-68

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID				
		LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
ASSISTANT TO THE PRESIDENT	60	$ 8,300	$13,200	$17,500	$20,250	$27,000
PROVOST OR ACADEMIC VICE-PRESIDENT	61	12,300	24,120	27,504	30,000	39,000
EXECUTIVE VICE-PRESIDENT	27	21,000	24,000	26,000	28,125	39,500
DEAN OF ADMINISTRATION OR INSTRUCTION ..	27	14,500	22,375	25,000	26,000	29,500
VICE-PRESIDENT OR DEAN OF STUDENTS	73	7,200	18,000	21,000	24,000	31,000
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	75	7,300	19,912	23,500	27,000	42,000
VICE-PRESIDENT OR DIRECTOR OF DEVELOPMENT	46	11,500	15,450	20,000	23,500	35,500
VICE-PRESIDENT OR DIRECTOR OF PUBLIC RELATIONS	56	7,560	14,600	16,875	20,000	31,000
VICE-PRESIDENT OR DIRECTOR OF ORGANIZED RESEARCH	50	10,500	20,000	22,810	26,250	33,000
VICE-PRESIDENT	25	17,000	21,625	24,588	26,875	34,000
DEAN OF GRADUATE SCHOOL	60	15,000	21,500	23,050	25,200	31,500
DEAN OF ARTS AND SCIENCES	82	14,000	22,500	24,594	26,000	33,000
DEAN, SCHOOL OF AGRICULTURE	31	15,000	21,575	24,588	25,119	30,000
DEAN, SCHOOL OF BUSINESS	66	16,500	21,000	23,250	25,200	33,000
DEAN, SCHOOL OF DENTISTRY	17	20,500	24,091	27,500	30,000	32,004
DEAN, SCHOOL OF EDUCATION	66	17,500	21,500	23,000	25,730	32,000
DEAN, SCHOOL OF ENGINEERING	53	14,000	22,212	24,420	26,000	33,500
DEAN, SCHOOL OF EXTENSION	34	8,060	17,250	20,000	23,240	26,750
DEAN, SCHOOL OF FINE ARTS	40	12,180	20,700	21,538	24,120	32,000
DEAN, SCHOOL OF FORESTRY	10	16,500	19,950	23,504	24,402	26,500
DEAN, SCHOOL OF HOME ECONOMICS	30	13,836	18,350	19,400	20,500	24,000
DEAN, SCHOOL OF JOURNALISM	19	14,750	17,375	19,250	23,000	26,000
DEAN, SCHOOL OF LAW	38	17,500	23,750	25,000	28,225	35,000
DEAN, SCHOOL OF MEDICINE	26	24,000	28,000	29,700	33,750	39,300
DEAN, SCHOOL OF MUSIC	17	10,140	16,875	20,700	24,110	27,500
DEAN, SCHOOL OF NURSING	35	10,080	16,725	18,500	21,000	25,000
DEAN, SCHOOL OF PHARMACY	32	13,000	19,000	21,950	25,734	28,600
DEAN, SCHOOL OF PHYSICAL EDUCATION	19	11,900	16,725	19,000	21,763	26,023
DEAN, SCHOOL OF SOCIAL WELFARE	26	15,624	19,450	23,161	24,850	32,000
DEAN, SCHOOL OF VETERINARY MEDICINE	11	20,940	22,750	25,000	26,553	28,500
DEAN, OTHER	48	15,000	19,500	21,500	24,500	36,000
DEAN OF MEN	47	10,000	12,992	14,400	16,813	27,250
DEAN OF WOMEN	49	9,200	12,900	14,410	16,006	29,000
DIRECTOR OF ADMISSIONS	59	7,740	14,425	16,500	18,500	23,500
REGISTRAR	61	5,213	12,125	15,000	16,275	22,500
DIRECTOR OF STUDENT PLACEMENT	51	5,760	11,620	13,000	15,085	22,560
DIRECTOR OF STUDENT TESTING SERVICE	44	7,500	13,308	15,600	17,500	25,000
DIRECTOR OF STUDENT FINANCIAL AID	63	7,400	10,078	11,500	13,308	23,200
DIRECTOR OF BUDGET	34	10,000	12,850	15,890	18,125	25,000
CONTROLLER	49	10,000	15,445	17,500	19,642	24,072
DIRECTOR OF NON-ACADEMIC PERSONNEL	58	7,500	11,400	13,900	15,500	28,000
DIRECTOR OF EVENING SCHOOL	20	11,000	13,500	17,630	19,950	22,000
DIRECTOR OF EXTENSION	31	9,000	14,675	19,500	20,625	27,000
DIRECTOR OF SUMMER SESSION	28	12,700	17,000	18,750	20,904	26,000
DIRECTOR OF LABORATORY SCHOOL	26	10,500	13,750	16,327	18,000	24,960
DIRECTOR OF INSTITUTIONAL RESEARCH	45	11,400	13,750	16,540	18,726	23,100
DIRECTOR OF AUDIO-VISUAL SERVICES	39	5,250	11,955	13,300	16,275	22,008
LIBRARIAN (HEAD)	72	9,000	17,000	19,040	22,000	29,000
DIRECTOR OF ATHLETICS	58	11,050	16,804	18,980	22,810	30,000
HEAD FOOTBALL COACH	53	10,260	16,525	19,000	21,750	25,500
HEAD BASKETBALL COACH	57	9,500	12,250	14,000	16,000	19,320

TABLE 40.--MID-SIZE PUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC UNIVERSITIES WITH ENROLLMENTS OF 5,000-9,999, 1967-68

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID				
		LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
ASSISTANT TO THE PRESIDENT	37	$ 7,975	$11,865	$14,508	$16,000	$19,600
PROVOST OR ACADEMIC VICE-PRESIDENT	54	18,000	20,000	21,500	23,500	35,000
EXECUTIVE VICE-PRESIDENT	17	16,800	19,626	21,000	23,000	27,000
DEAN OF ADMINISTRATION OR INSTRUCTION	27	15,000	17,980	19,000	20,236	27,600
VICE-PRESIDENT OR DEAN OF STUDENTS	65	11,500	15,528	17,200	18,975	26,600
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	64	9,000	14,500	17,000	20,004	27,000
VICE-PRESIDENT OR DIRECTOR OF DEVELOPMENT	32	8,484	12,500	15,750	20,004	27,000
VICE-PRESIDENT OR DIRECTOR OF PUBLIC RELATIONS	42	8,100	11,368	13,830	16,000	21,600
VICE-PRESIDENT OR DIRECTOR OF ORGANIZED RESEARCH	30	11,500	15,050	17,650	21,050	25,500
DEAN OF GRADUATE SCHOOL	60	14,940	17,508	19,000	21,000	26,000
DEAN OF ARTS AND SCIENCES	64	14,167	17,712	18,633	20,000	26,240
DEAN, SCHOOL OF AGRICULTURE	19	11,220	18,975	20,400	21,564	27,000
DEAN, SCHOOL OF BUSINESS	48	14,430	17,450	18,633	21,000	24,750
DEAN, SCHOOL OF EDUCATION	61	14,583	17,470	18,732	20,000	24,750
DEAN, SCHOOL OF ENGINEERING	32	15,250	18,666	21,210	22,500	30,500
DEAN, SCHOOL OF EXTENSION	17	11,060	14,290	15,895	19,200	24,500
DEAN, SCHOOL OF FINE ARTS	18	14,430	16,530	17,950	18,450	20,004
DEAN, SCHOOL OF FORESTRY	10	14,500	16,334	18,700	19,624	26,000
DEAN, SCHOOL OF HOME ECONOMICS	14	9,600	13,575	16,100	17,600	22,800
DEAN, SCHOOL OF LAW	9	16,500	...	22,000	...	28,000
DEAN, SCHOOL OF MUSIC	7	11,700	...	16,400	...	20,600
DEAN, SCHOOL OF NURSING	17	9,917	12,295	15,000	16,000	19,068
DEAN, SCHOOL OF PHARMACY	10	17,000	18,210	19,312	20,750	23,000
DEAN, SCHOOL OF PHYSICAL EDUCATION	10	13,770	14,484	16,640	17,770	20,500
DEAN, OTHER	34	12,500	17,450	18,750	22,075	26,500
DEAN OF MEN	52	8,100	10,580	12,432	13,600	18,500
DEAN OF WOMEN	59	7,920	10,465	11,500	12,796	17,750
DIRECTOR OF ADMISSIONS	56	7,440	12,000	14,006	15,900	20,500
REGISTRAR	54	7,350	11,951	13,300	14,550	18,500
DIRECTOR OF STUDENT PLACEMENT	50	8,400	10,366	11,958	13,635	23,760
DIRECTOR OF STUDENT TESTING SERVICE	42	6,500	11,760	13,000	13,850	21,600
DIRECTOR OF STUDENT FINANCIAL AID	60	5,880	8,772	10,000	11,770	17,500
DIRECTOR OF BUDGET	20	8,163	12,200	14,002	15,000	22,320
CONTROLLER	27	8,600	12,450	14,000	15,098	18,250
DIRECTOR OF NON-ACADEMIC PERSONNEL	32	6,432	8,400	10,756	13,000	15,000
DIRECTOR OF EVENING SCHOOL	7	9,000	...	13,500	...	22,000
DIRECTOR OF EXTENSION	28	8,700	12,648	14,742	16,980	23,000
DIRECTOR OF SUMMER SESSION	17	8,600	12,861	16,000	17,345	26,400
DIRECTOR OF LABORATORY SCHOOL	30	7,950	11,101	12,688	14,968	21,600
DIRECTOR OF INSTITUTIONAL RESEARCH	27	8,080	13,040	14,200	16,000	20,500
DIRECTOR OF AUDIO-VISUAL SERVICES	39	6,156	10,294	12,180	13,567	19,880
LIBRARIAN (HEAD)	63	8,500	13,095	15,000	16,002	21,840
DIRECTOR OF ATHLETICS	58	9,600	13,100	14,825	16,954	28,000
HEAD FOOTBALL COACH	51	10,077	11,350	13,120	14,625	25,500
HEAD BASKETBALL COACH	59	8,500	10,387	12,000	12,554	16,000

TABLE 41.--SMALL PUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC UNIVERSITIES WITH ENROLLMENTS UNDER 5,000, 1967-68

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID				
		LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
ASSISTANT TO THE PRESIDENT	17	$ 8,284	$12,680	$15,500	$15,798	$18,760
PROVOST OR ACADEMIC VICE-PRESIDENT	24	14,680	18,500	21,500	22,500	25,200
DEAN OF ADMINISTRATION OR INSTRUCTION	18	12,550	16,953	18,707	19,405	26,300
VICE-PRESIDENT OR DEAN OF STUDENTS	39	11,220	13,500	15,200	17,225	21,500
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	40	9,720	13,648	15,658	18,000	24,000
VICE-PRESIDENT OR DIRECTOR OF DEVELOPMENT	18	10,010	12,500	15,650	17,650	25,000
VICE-PRESIDENT OR DIRECTOR OF PUBLIC RELATIONS	34	7,750	10,986	12,360	13,310	17,000
VICE-PRESIDENT OR DIRECTOR OF ORGANIZED RESEARCH	8	12,480	...	15,537	...	28,000
DEAN OF GRADUATE SCHOOL	36	13,333	15,240	17,095	18,400	22,950
DEAN OF ARTS AND SCIENCES	33	14,430	16,625	18,000	19,542	23,000
DEAN, SCHOOL OF AGRICULTURE	8	13,625	...	17,500	...	21,300
DEAN, SCHOOL OF BUSINESS	19	12,570	16,232	17,500	19,760	22,000
DEAN, SCHOOL OF EDUCATION	35	13,100	15,987	17,882	19,412	23,100
DEAN, SCHOOL OF ENGINEERING	12	12,775	15,120	17,784	19,680	26,800
DEAN, SCHOOL OF FINE ARTS	7	11,250	...	16,500	...	18,000
DEAN, SCHOOL OF HOME ECONOMICS	6	16,000	...	17,263	...	18,100
DEAN, SCHOOL OF LAW	6	15,000	...	19,234	...	23,800
DEAN, SCHOOL OF MUSIC	10	11,773	13,605	17,161	17,815	22,000
DEAN, SCHOOL OF NURSING	7	11,760	...	14,350	...	18,000
DEAN, OTHER	17	11,750	15,072	18,078	21,675	23,100
DEAN OF MEN	33	8,700	10,120	11,900	12,927	20,400
DEAN OF WOMEN	36	8,925	10,800	11,540	12,710	18,265
DIRECTOR OF ADMISSIONS	38	7,300	11,065	13,225	14,749	17,095
REGISTRAR	29	4,900	10,280	12,556	14,443	17,040
DIRECTOR OF STUDENT PLACEMENT	31	6,400	9,859	11,520	12,700	17,901
DIRECTOR OF STUDENT TESTING SERVICE	15	6,300	9,575	13,200	13,625	19,200
DIRECTOR OF STUDENT FINANCIAL AID	31	7,200	8,910	10,100	10,925	14,000
DIRECTOR OF BUDGET	6	9,980	...	11,638	...	15,400
CONTROLLER	11	10,500	10,875	12,828	15,067	23,400
DIRECTOR OF NON-ACADEMIC PERSONNEL	8	6,967	...	10,066	...	16,200
DIRECTOR OF EVENING SCHOOL	7	10,000	...	15,912	...	21,500
DIRECTOR OF EXTENSION	14	10,590	12,593	13,172	16,030	24,000
DIRECTOR OF SUMMER SESSION	12	2,800	9,870	14,400	17,700	25,250
DIRECTOR OF LABORATORY SCHOOL	17	9,000	10,876	11,300	14,010	16,540
DIRECTOR OF INSTITUTIONAL RESEARCH	16	9,300	10,980	12,610	14,950	17,810
DIRECTOR OF AUDIO-VISUAL SERVICES	28	8,290	10,650	13,010	14,794	17,706
LIBRARIAN (HEAD)	41	8,300	12,712	14,400	15,875	21,900
DIRECTOR OF ATHLETICS	29	10,200	11,328	13,000	14,275	18,500
HEAD FOOTBALL COACH	23	9,260	10,155	10,980	12,962	16,220
HEAD BASKETBALL COACH	26	6,981	8,887	9,950	11,045	16,100

TABLE 42.--LARGE NONPUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC UNIVERSITIES WITH ENROLLMENTS OF 5,000 AND OVER, 1967-68

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID				
		LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
ASSISTANT TO THE PRESIDENT	19	$ 8,075	$10,875	$15,750	$19,175	$26,000
PROVOST OR ACADEMIC VICE-PRESIDENT	19	22,000	24,750	28,000	31,625	35,000
EXECUTIVE VICE-PRESIDENT	8	27,500	...	32,500	...	37,500
DEAN OF ADMINISTRATION OR INSTRUCTION ..	6	14,200	...	20,000	...	32,000
VICE-PRESIDENT OR DEAN OF STUDENTS	22	13,620	15,350	17,750	21,000	25,500
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	20	17,500	23,500	25,500	32,000	43,000
VICE-PRESIDENT OR DIRECTOR OF DEVELOPMENT	24	12,000	20,000	25,000	29,000	34,000
VICE-PRESIDENT OR DIRECTOR OF PUBLIC RELATIONS	23	11,000	15,750	18,000	20,625	28,000
VICE-PRESIDENT OR DIRECTOR OF ORGANIZED RESEARCH	17	11,400	15,100	19,400	24,275	30,000
VICE-PRESIDENT	12	19,500	25,000	29,700	30,000	37,000
DEAN OF GRADUATE SCHOOL	22	15,400	18,500	20,000	23,700	28,500
DEAN OF ARTS AND SCIENCES	27	15,000	19,000	21,500	26,625	32,000
DEAN, SCHOOL OF BUSINESS	24	16,000	18,000	21,000	23,500	33,000
DEAN, SCHOOL OF DENTISTRY	11	21,500	24,750	26,250	27,585	30,500
DEAN, SCHOOL OF EDUCATION	14	15,000	19,650	23,750	26,000	35,700
DEAN, SCHOOL OF ENGINEERING	21	16,500	19,125	23,100	26,875	32,000
DEAN, SCHOOL OF EXTENSION	8	16,500	...	19,550	...	26,000
DEAN, SCHOOL OF FINE ARTS	13	14,200	18,750	22,860	24,000	27,500
DEAN, SCHOOL OF LAW	24	18,300	23,200	26,000	27,000	32,500
DEAN, SCHOOL OF MEDICINE	12	27,000	30,450	38,000	40,000	45,000
DEAN, SCHOOL OF NURSING	9	13,500	...	16,500	...	20,000
DEAN, SCHOOL OF PHARMACY	5	17,000	...	21,000	...	22,050
DEAN, SCHOOL OF SOCIAL WELFARE	9	19,500	...	22,000	...	27,000
DEAN, OTHER	18	11,850	19,000	21,250	24,500	31,000
DEAN OF MEN	22	8,500	10,250	11,437	13,150	17,100
DEAN OF WOMEN	2[illegible]	8,400	10,150	12,000	12,695	14,800
DIRECTOR OF ADMISSIONS	24	8,600	13,000	14,700	17,500	22,000
REGISTRAR	24	9,800	12,000	13,525	15,200	22,000
DIRECTOR OF STUDENT PLACEMENT	22	7,000	10,250	11,400	12,488	17,350
DIRECTOR OF STUDENT TESTING SERVICE	14	9,500	11,130	13,550	15,350	21,000
DIRECTOR OF STUDENT FINANCIAL AID	24	8,000	9,851	10,700	13,500	21,000
DIRECTOR OF BUDGET	12	9,450	13,000	14,750	17,500	20,000
CONTROLLER	25	11,500	14,575	17,300	19,000	30,000
DIRECTOR OF NON-ACADEMIC PERSONNEL	18	7,000	10,550	13,000	15,900	18,000
DIRECTOR OF EVENING SCHOOL	11	12,000	13,590	16,000	18,500	19,000
DIRECTOR OF EXTENSION	7	9,100	...	13,000	...	24,000
DIRECTOR OF SUMMER SESSION	13	9,500	12,050	17,000	17,925	27,500
DIRECTOR OF INSTITUTIONAL RESEARCH	10	11,800	13,000	16,500	19,250	26,000
DIRECTOR OF AUDIO-VISUAL SERVICES	11	8,800	10,825	13,200	15,615	18,500
LIBRARIAN (HEAD)	24	12,000	15,000	17,737	20,500	31,500
DIRECTOR OF ATHLETICS	27	11,000	13,375	16,500	18,900	25,500
HEAD FOOTBALL COACH	14	10,800	12,650	16,500	18,500	26,000
HEAD BASKETBALL COACH	21	9,300	10,725	11,500	13,425	14,500

TABLE 43.--SMALL NONPUBLIC UNIVERSITIES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC UNIVERSITIES WITH ENROLLMENTS UNDER 5,000, 1967-68

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID				
		LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
ASSISTANT TO THE PRESIDENT	16	$ 7,300	$11,100	$15,000	$16,500	$22,000
PROVOST OR ACADEMIC VICE-PRESIDENT	30	8,000	18,300	20,900	25,000	34,000
EXECUTIVF VICE-PRESIDENT	10	16,000	19,000	25,000	27,000	35,000
DEAN OF ADMINISTRATION OR INSTRUCTION	7	8,775	...	18,000	...	27,000
VICE-PRESIDENT OR DEAN OF STUDENTS	48	8,400	12,000	14,535	16,000	21,750
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	51	8,835	17,000	19,000	21,700	35,000
ICE-PRESIDENT OR DIRECTOR OF DEVELOPMENT	51	8,835	15,000	17,950	22,312	38,000
VICE-PRESIDENT OR DIRECTOR OF PUBLIC RELATIONS	48	5,000	10,700	12,650	15,000	23,100
VICE-PRESIDENT OR DIRECTOR OF ORGANIZED RESEARCH	11	14,300	15,000	19,500	22,020	31,000
VICE-PRESIDENT	6	21,000	...	21,250	...	40,000
DEAN OF THE COLLEGE	6	13,000	...	19,000	...	21,500
DEAN OF GRADUATE SCHOOL	33	7,500	13,625	17,400	20,750	26,000
DEAN OF ARTS AND SCIENCES	34	8,000	15,000	17,575	20,000	29,000
DEAN, SCHOOL OF BUSINESS	36	11,580	16,200	18,550	21,000	25,000
DEAN, SCHOOL OF EDUCATION	23	7,500	14,452	16,500	19,625	26,000
DEAN, SCHOOL OF ENGINEERING	23	11,950	15,750	19,020	22,125	31,000
DEAN, SCHOOL OF FINE ARTS	12	10,300	13,000	17,250	20,000	25,000
DEAN, SCHOOL OF LAW	16	15,000	16,000	20,750	22,000	24,000
DEAN, SCHOOL OF MEDICINE	5	22,000	...	31,500	...	35,000
DEAN, SCHOOL OF MUSIC	15	11,000	12,000	15,500	17,315	22,600
DEAN, SCHOOL OF NURSING	15	8,300	10,982	14,100	15,125	20,488
DEAN, SCHOOL OF PHARMACY	7	14,800	...	17,500	...	22,600
DEAN, OTHER	27	9,100	13,375	15,063	18,575	35,000
DEAN OF MEN	32	7,900	9,500	11,150	14,500	18,000
DEAN OF WOMEN	39	5,700	8,073	9,800	11,425	16,000
DIRECTOR OF ADMISSIONS	54	5,500	10,000	12,000	14,200	18,500
REGISTRAR	56	7,538	9,500	11,000	12,800	16,000
DIRECTOR OF STUDENT PLACEMENT	43	3,000	7,245	9,000	10,775	17,000
DIRECTOR OF STUDENT TESTING SERVICE	15	8,500	10,050	11,500	13,000	16,500
DIRECTOR OF STUDENT FINANCIAL AID	39	5,500	7,500	9,000	10,850	19,500
DIRECTOR OF BUDGET	13	7,200	10,000	13,000	14,625	22,000
CONTROLLER	40	8,000	10,500	13,000	14,300	21,000
DIRECTOR OF NON-ACADEMIC PERSONNEL	22	7,400	8,933	10,950	12,750	15,600
DIRECTOR OF EVENING SCHOOL	17	10,700	12,025	13,900	15,530	18,750
DIRECTOR OF EXTENSION	6	8,000	...	12,400	...	18,000
DIRECTOR OF SUMMER SESSION	9	10,450	...	13,500	...	18,500
DIRECTOR OF INSTITUTIONAL RESEARCH	6	10,500	...	13,000	...	18,000
DIRECTOR OF AUDIO-VISUAL SERVICES	11	6,300	7,587	8,750	11,200	15,300
LIBRARIAN (HEAD)	50	6,300	10,250	12,500	14,950	21,600
DIRECTOR OF ATHLETICS	46	7,000	10,990	12,350	15,300	22,000
HEAD FOOTBALL COACH	19	7,700	9,400	10,600	13,000	15,000
HEAD BASKETBALL COACH	39	6,700	9,000	10,000	11,000	17,250

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TABLE 44.--PUBLIC COLLEGES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN PUBLIC COLLEGES, 1967-68

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID				
		LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
ASSISTANT TO THE PRESIDENT	60	$ 6,200	$11,220	$13,450	$16,000	$22,000
PROVOST OR ACADEMIC VICE-PRESIDENT	48	9,800	18,000	19,850	22,500	32,000
EXECUTIVE VICE-PRESIDENT	13	13,917	14,637	19,000	20,352	23,064
DEAN OF ADMINISTRATION OR INSTRUCTION ..	86	11,830	15,800	17,547	18,828	27,330
VICE-PRESIDENT OR DEAN OF STUDENTS	125	9,000	13,000	15,000	17,030	27,330
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	148	8,400	12,000	14,000	16,000	25,000
VICE-PRESIDENT OR DIRECTOR OF DEVELOPMENT	38	8,892	12,420	14,475	16,498	25,000
VICE-PRESIDENT OR DIRECTOR OF PUBLIC RELATIONS	104	6,432	9,000	10,530	12,540	22,750
VICE-PRESIDENT OR DIRECTOR OF ORGANIZED RESEARCH	15	11,500	13,084	16,400	18,175	24,000
DEAN OF THE COLLEGE	63	12,500	15,900	17,808	19,937	27,330
DEAN OF GRADUATE SCHOOL	27	12,500	15,800	17,154	18,414	27,330
DEAN OF ARTS AND SCIENCES	15	13,680	15,927	18,759	20,106	24,720
DEAN, SCHOOL OF BUSINESS	10	9,450	13,090	18,480	19,789	23,897
DEAN, SCHOOL OF EDUCATION	12	13,500	13,700	17,750	19,000	26,000
DEAN, SCHOOL OF ENGINEERING	6	16,080	...	21,304	...	25,000
DEAN, OTHER	7	8,717	...	17,500	...	21,600
DEAN OF MEN	90	6,600	9,840	11,300	12,974	19,643
DEAN OF WOMEN	107	6,384	9,707	10,800	12,000	19,704
DIRECTOR OF ADMISSIONS	105	5,040	10,199	12,420	14,964	19,662
REGISTRAR	136	5,150	9,800	11,500	13,404	21,000
DIRECTOR OF STUDENT PLACEMENT	84	5,300	9,700	11,740	14,217	23,412
DIRECTOR OF STUDENT TESTING SERVICE	35	6,000	10,635	12,000	13,850	20,400
DIRECTOR OF STUDENT FINANCIAL AID	93	5,250	8,010	9,550	10,536	17,000
DIRECTOR OF BUDGET	22	7,055	9,612	11,463	12,096	14,338
CONTROLLER	31	7,680	9,892	11,800	13,631	23,926
DIRECTOR OF NON-ACADEMIC PERSONNEL	29	6,144	8,650	10,236	11,850	16,500
DIRECTOR OF EVENING SCHOOL	20	9,500	10,800	14,180	15,500	25,583
DIRECTOR OF EXTENSION	29	6,615	11,580	13,700	15,602	22,267
DIRECTOR OF SUMMER SESSION	14	8,085	13,972	17,460	19,575	26,000
DIRECTOR OF LABORATORY SCHOOL	36	5,500	10,400	11,850	13,803	18,000
DIRECTOR OF INSTITUTIONAL RESEARCH	34	9,016	11,55[illegible]	14,000	15,755	23,718
DIRECTOR OF AUDIO-VISUAL SERVICES	58	5,565	9,550	11,225	12,875	18,720
LIBRARIAN (HEAD)	143	7,002	10,700	12,003	14,000	22,000
DIRECTOR OF ATHLETICS	82	7,900	10,950	12,315	13,996	19,200
HEAD FOOTBALL COACH	48	7,803	9,500	10,563	11,500	16,957
HEAD BASKETBALL COACH	56	7,335	9,000	10,360	11,070	15,000

TABLE 45.--LARGE NONPUBLIC COLLEGES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC COLLEGES WITH ENROLLMENTS OF 1,000 AND OVER, 1967-68

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID				
		LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
ASSISTANT TO THE PRESIDENT	72	$ 5,600	$ 9,500	$12,134	$14,200	$20,000
PROVOST OR ACADEMIC VICE-PRESIDENT	54	9,500	15,815	17,750	20,400	27,500
EXECUTIVE VICE-PRESIDENT	23	12,000	16,800	19,000	20,775	33,000
DEAN OF ADMINISTRATION OR INSTRUCTION	57	9,000	13,050	15,300	17,000	31,000
VICE-PRESIDENT OR DEAN OF STUDENTS	141	6,300	11,000	12,500	14,287	24,000
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	170	8,400	13,000	15,000	17,500	30,000
VICE-PRESIDENT OR DIRECTOR OF DEVELOPMENT	147	6,600	12,000	14,465	16,700	25,000
VICE-PRESIDENT OR DIRECTOR OF PUBLIC RELATIONS	127	6,200	9,000	10,000	12,000	23,000
VICE-PRESIDENT OR DIRECTOR OF ORGANIZED RESEARCH	12	9,000	12,000	14,500	16,000	23,400
VICE-PRESIDENT	19	11,600	15,556	17,500	19,250	25,000
DEAN OF THE COLLEGE	89	7,800	14,500	17,000	18,450	25,000
DEAN OF GRADUATE SCHOOL	12	9,800	11,600	13,650	16,000	18,000
DEAN OF ARTS AND SCIENCES	11	10,000	12,900	15,500	18,625	24,000
DEAN, SCHOOL OF BUSINESS	6	10,200	...	15,250	...	16,000
DEAN, SCHOOL OF ENGINEERING	5	15,500	...	17,000	...	26,500
DEAN, SCHOOL OF MUSIC	6	11,000	...	14,875	...	19,000
DEAN OF MEN	103	5,561	8,150	9,700	11,025	15,000
DEAN OF WOMEN	122	3,500	8,000	9,300	10,650	14,230
DIRECTOR OF ADMISSIONS	159	5,800	9,750	11,000	12,500	18,000
REGISTRAR	169	5,000	8,712	9,800	11,287	17,000
DIRECTOR OF STUDENT PLACEMENT	93	1,500	7,362	8,800	10,500	20,000
DIRECTOR OF STUDENT TESTING SERVICE	41	5,500	8,100	9,500	11,000	16,000
DIRECTOR OF STUDENT FINANCIAL AID	125	4,000	7,212	8,600	9,925	16,800
DIRECTOR OF BUDGET	20	6,600	9,000	10,850	13,000	14,000
CONTROLLER	93	7,800	10,000	11,500	13,375	26,000
DIRECTOR OF NON-ACADEMIC PERSONNEL	33	4,800	7,525	9,500	10,500	14,400
DIRECTOR OF EVENING SCHOOL	24	5,000	8,200	11,375	12,000	18,750
DIRECTOR OF EXTENSION	14	3,000	7,875	10,750	12,825	19,930
DIRECTOR OF SUMMER SESSION	9	1,400	...	11,088	...	15,700
DIRECTOR OF INSTITUTIONAL RESEARCH	23	7,875	9,850	11,750	13,875	19,400
DIRECTOR OF AUDIO-VISUAL SERVICES	44	5,000	6,300	8,000	8,760	15,000
LIBRARIAN (HEAD)	172	6,000	9,600	11,000	12,600	20,500
DIRECTOR OF ATHLETICS	124	6,200	9,500	11,000	13,000	18,000
HEAD FOOTBALL COACH	58	6,000	8,917	10,200	11,444	14,200
HEAD BASKETBALL COACH	77	4,000	8,100	9,000	10,200	13,400

TABLE 46.--MID-SIZE NONPUBLIC COLLEGES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC COLLEGES WITH ENROLLMENTS OF 500-999, 1967-68

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID				
		LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
ASSISTANT TO THE PRESIDENT	54	$ 6,000	$ 9,150	$11,125	$13,000	$18,000
PROVOST OR ACADEMIC VICE-PRESIDENT	35	10,000	12,787	15,500	18,000	26,650
EXECUTIVE VICE-PRESIDENT	7	11,200	...	14,400	...	18,500
DEAN OF ADMINISTRATION OR INSTRUCTION	65	8,000	12,000	13,500	15,900	19,000
VICE-PRESIDENT OR DEAN OF STUDENTS	124	6,000	9,000	10,550	12,084	18,000
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	172	6,500	10,450	12,500	15,000	22,500
VICE-PRESIDENT OR DIRECTOR OF DEVELOPMENT	161	6,000	10,350	12,700	15,000	23,625
VICE-PRESIDENT OR DIRECTOR OF PUBLIC RELATIONS	122	4,900	7,775	8,950	10,000	17,000
VICE-PRESIDENT	11	10,000	12,816	14,300	15,500	22,085
DEAN OF THE COLLEGE	87	7,500	12,080	14,808	16,275	22,831
DEAN OF GRADUATE SCHOOL	7	9,100	...	15,000	...	20,000
DEAN OF MEN	65	3,000	7,225	8,500	9,950	17,500
DEAN OF WOMEN	103	4,000	6,675	8,000	9,000	15,277
DIRECTOR OF ADMISSIONS	156	5,500	8,500	9,400	10,800	17,306
REGISTRAR	154	4,500	7,250	8,500	9,500	17,306
DIRECTOR OF STUDENT PLACEMENT	54	3,600	7,075	8,300	9,400	17,306
DIRECTOR OF STUDENT TESTING SERVICE	20	6,000	7,500	8,970	10,800	15,500
DIRECTOR OF STUDENT FINANCIAL AID	92	3,250	6,000	7,250	8,400	13,780
DIRECTOR OF BUDGET	7	6,500	...	8,000	...	16,500
CONTROLLER	56	6,000	8,700	9,950	11,500	17,000
DIRECTOR OF NON-ACADEMIC PERSONNEL	9	5,520	...	7,500	...	13,505
DIRECTOR OF EVENING SCHOOL	12	6,000	9,400	12,500	13,600	14,900
DIRECTOR OF SUMMER SESSION	6	1,500	...	6,325	...	13,500
DIRECTOR OF INSTITUTIONAL RESEARCH	17	5,100	7,275	9,000	12,412	19,750
DIRECTOR OF AUDIO-VISUAL SERVICES	14	4,104	6,532	7,750	8,875	10,796
LIBRARIAN (HEAD)	153	3,800	8,000	9,500	10,500	17,306
DIRECTOR OF ATHLETICS	80	3,533	8,000	9,450	11,200	16,200
HEAD FOOTBALL COACH	30	6,000	8,000	8,900	10,175	11,800
HEAD BASKETBALL COACH	42	5,000	7,950	8,800	9,750	12,400

TABLE 47.--SMALL NONPUBLIC COLLEGES. SALARIES PAID OTHER ADMINISTRATIVE PERSONNEL IN NONPUBLIC COLLEGES WITH ENROLLMENTS UNDER 500, 1967-68

POSITIONS	NUMBER OF INDIVIDUALS REPORTED	RANGE OF SALARIES PAID				
		LOWEST	Q1	MEDIAN	Q3	HIGHEST
1	2	3	4	5	6	7
ASSISTANT TO THE PRESIDENT	34	$ 5,400	$ 7,500	$ 9,436	$11,250	$22,000
PROVOST OR ACADEMIC VICE-PRESIDENT	12	5,580	8,760	13,250	15,000	21,000
EXECUTIVE VICE-PRESIDENT	6	6,900	...	13,400	...	19,000
DEAN OF ADMINISTRATION OR INSTRUCTION	46	5,243	8,857	11,937	14,250	24,000
VICE-PRESIDENT OR DEAN OF STUDENTS	54	4,662	7,225	8,500	10,250	16,000
BUSINESS MANAGER-CHIEF BUSINESS OFFICER	100	4,000	7,800	9,500	12,250	22,000
VICE-PRESIDENT OR DIRECTOR OF DEVELOPMENT	58	5,000	8,200	10,750	13,900	20,000
VICE-PRESIDENT OR DIRECTOR OF PUBLIC RELATIONS	48	4,410	6,900	7,590	9,500	15,000
DEAN OF THE COLLEGE	36	4,200	9,305	11,040	15,000	22,000
DEAN OF MEN	24	3,500	5,352	6,600	9,000	12,500
DEAN OF WOMEN	29	2,250	4,800	5,500	7,425	14,700
DIRECTOR OF ADMISSIONS	56	4,200	6,600	8,500	9,500	19,000
REGISTRAR	74	2,000	6,000	7,051	8,500	17,640
DIRECTOR OF STUDENT FINANCIAL AID	14	3,081	4,650	6,550	8,900	15,000
DIRECTOR OF BUDGET	5	6,000	...	7,800	...	9,000
CONTROLLER	14	2,393	5,920	8,000	11,500	15,500
DIRECTOR OF NON-ACADEMIC PERSONNEL	6	3,800	...	9,150	...	12,500
LIBRARIAN (HEAD)	78	2,700	6,720	7,800	10,000	18,400
DIRECTOR OF ATHLETICS	21	4,100	6,000	7,200	7,997	11,200

VII. SALARIES PAID TO INSTRUCTIONAL PERSONNEL IN 2-YEAR INSTITUTIONS

As has been predicted, tremendous enlargements are observed in the enrollments and provisions for institutional facilities in higher education. Notable in the past two years is the wide expansion of the number of public junior colleges which have come into existence since the salary survey two years ago. For the present study, salary information was requested from 602 public 2-year colleges, 123 more than in the previous study. The total number of nonpublic 2-year institutions has increased from 239 two years ago to 251 in the present study.

This marked growth in the number of public 2-year colleges, with evidence that it will continue at a high rate, suggests a continuation of the critical problems of staffing at this level. While there is an immediate need for attracting qualified personnel, the movement suggests need for continued emphasis on the preparation of personnel to work effectively at this level.

In addition to providing a review of the level and distributions of salaries of faculty and staff in 2-year institutions, information in this report provides a view of several salary-related practices.

Salaries paid to full-time teachers in 2-year institutions during this 1967-68 session are reported in the following pages of this, the seventh in the biennial series of NEA Research Division studies of salary conditions in the 2-year junior and community colleges. The format established in 1955-56 is maintained, thus providing for year-to-year comparisons and the study of trends.

The major purposes of this report are (a) to provide administrators and others making decisions about the budgetary requirements of 2-year colleges with up-to-date information about salary practices and trends throughout the nation, (b) to enable professional workers to review the status of salaries in similar positions in other 2-year colleges, and (c) to record the status of salaries and salary practices as evidence of the significant developments taking place at the junior-college and community-college level.

As observed among 4-year institutions, the distribution of the 2-year institutions by source of control and by region shown in Table 2 provides a background for interpreting the salaries paid to faculty in these institutions. For example, about one-fifth of the public 2-year institutions are in the Southeast while the number of nonpublic 2-year institutions in the Southeast represents about one-third of the nonpublic institutions. Also, almost one-fourth of the public 2-year institutions are in the Far West and Rocky Mountain Regions while only 1 percent of the nonpublic 2-year institutions are in these regions. More than 7 nonpublic 2-year institutions in 10 are in the three regions which border on the Atlantic Ocean while this geographic area contains only 4 public 2-year institutions in 10.

A review of the size characteristics of the 2-year institutions grouped by control also contributes to an improved understanding of the salary conditions in the two types of institutions. The average number of full-time teachers reported per public institution (62.4 persons) is more than twice as large as the average number per nonpublic 2-year institutions (26.6 persons) which responded to this survey.

Teachers' Salaries in Public 2-Year Institutions

Table 48 shows that 495 public 2-year institutions forwarded their 1967-68 salary reports before February 9, the closing date for use in this national summary. The median salary is $9,165. These figures may be compared with number of institutions and the median salaries reported in previous surveys as follows:

Survey year	Number of institutions	Median salary	Percent of increase in salary over previous two years
1955-56	174	$5,470	...
1957-58	195	6,261	14.5%
1959-60	253	6,578	5.1
1961-62	299	7,212	9.6
1963-64	331	7,828	8.5
1965-66	401	8,361	6.8
1967-68	495	9,165	9.6

The range of salaries paid to full-time faculty in public 2-year colleges during 1967-68 is from below $4,000 to $19,000 or higher, exceeding the range of the closed intervals provided in the survey instrument. The interquartile range containing the middle 50 percent of faculty salaries in public 2-year colleges is about $3,000; from $10,973 down to $7,813.

Of the 30,645 full-time teachers in the 495 reporting public 2-year colleges, only about 5 percent receive salaries of $13,500 or above, only 11.6 percent are at or above $12,500. The nine-month salary of 4.7 percent of the full-time teachers in public 2-year colleges is less than $6,500.

As in earlier years, wide differences appear in salaries paid among the geographic regions. In only three regions the top salaries are at or above $17,000. The range of median salaries among the regions is about $3,300 with the highest ($11,072) in the Far West and the lowest ($7,755) in the Southeast.

The median of salaries in large public 2-year institutions ($9,781) exceeds the median in the small institutions ($8,525) by 14.7 percent. The distributions of salaries in the medium and small public 2-year institutions are not widely different; the widest difference is at the median level (about $300).

Teachers' Salaries in Nonpublic 2-Year Institutions

Teachers in nonpublic 2-year colleges receive substantially less than their counterparts in the public institutions. In the nonpublic institutions the current median salary is $7,211--$1,954 less than in the public 2-year colleges. Two years ago this gap was the same amount.

The number of institutions and the median salaries of teachers in nonpublic junior colleges in these surveys since 1955-56 are as follows:

Survey year	Number of institutions	Median salary	Two-year percent of increase
1955-56	79	$3,613	...
1957-58	76	4,016	11.1%
1959-60	106	4,710	17.3
1961-62	141	5,074	7.7
1963-64	153	5,719	12.7
1965-66	152	6,407	12.0
1967-68	153	7,211	12.5

The salaries of teachers in the 153 reporting nonpublic colleges range from $17,999 down to less than $4,000 (see Table 49). Only 5.9 percent receive $10,000 or more, and 25 percent receive $8,242 or more. Less than $5,000 is received by 4.1 percent of the teachers, and $6,447 or less is received by 25 percent.

Among the six regions reporting more than 200 nonpublic junior-college teachers each, the high median is $7,832, being paid in New England; the low, $6,491, in the Southwest. The first quartile of faculty salaries in New England ($7,023) exceeds the medians of salaries in three other regions.

Decile Distribution of Faculty Salaries

The deciles of salaries paid provide a summary of faculty salaries in public, nonpublic, and the total group of 2-year institutions which participated in the 1967-68 survey:

Percentile	Academic year salary, 2-year institutions		
	Public	Nonpublic	Total
90	$12,723	$9,336	$12,568
80	11,447	8,509	11,239
70	10,525	7,981	10,300
60	9,799	7,531	9,548
50 (Median) ...	9,165	7,211	8,922
40	8,606	6,904	8,372
30	8,073	6,606	7,850
20	7,555	6,261	7,331
10	6,951	5,713	6,718

This summary shows that the median salary of all faculty in 2-year institutions is $8,922, that the top 10 percent of salaries are at $12,568 or above, and that the lowest 10 percent of faculty salaries are $6,718 or lower. This shows also that an academic-year salary of $8,000 is equalled or exceeded by the salaries of about 70 percent of faculty in public 2-year institutions, but it is not being equalled or exceeded by the salaries of about 70 percent of the faculty in nonpublic 2-year institutions.

Institutional Medians Compared

Tables 50 and 51 give an institutional picture of the salary structure in 2-year colleges. In these tables the institutions are distributed according to their median salaries paid. The institutional median salaries range from a high of $13,500 down to a low of $5,500 in public institutions, and from a high of $9,000 down to a low of below $4,000 in the nonpublic institutions.

The median of the public institutional median salaries is $8,577; of nonpublic, $6,898. In the Far West all but five of the 86 reporting public 2-year institutions have median salaries at or above $8,500. In the Southeast only 13 of the 89 public institutions have median salaries which equal or exceed $8,500.

Median Percents of Annual Increases

The changes in salaries of 2-year college faculty continuing their employment in the same institution during each of the past two years are reviewed in Tables 52 and 53. Table 52 reviews by type of institution the pattern of salary increases from 1965-66 to 1966-67; Table 53 presents the increases from 1966-67 to 1967-68. About 28 percent of the responding institutions did not report information for the first of these two periods; about 20 percent did not report for the second year. During both years the range of salary changes has been from no change to an increase of 20 percent or more. The percent of institutions reporting no change in average salaries decreased from 6.4 percent last year to 5.7 percent for the current session. The median percent of increase was larger for the current session, 7.8 percent, than for the preceding session, 6.1 percent.

Between sessions the change most frequently reported is an increase of "5 but less than 6" percent; each year about 1 institution in 5 reports this change. The proportion of institutions reporting no change or change of less than a 2-percent increase was 7.4 percent last year and 6.7 percent this year. The proportions of institutions reporting an increase of 10 percent or more was 17.7 percent last year and 33.5 percent this year.

The median percent of increase among nonpublic institutions was about the same as among the public institutions last year, but it is lower than among public institutions this year. This series of reports provides a general overview of salary changes in 2-year colleges since 1954-55. Owing to the increase in number of institutions reporting each year, the data are not entirely comparable. However, these median percents of change provide a general indication of the progress achieved during the period covered by these reports:

Period	Median of average percents of change in salaries paid to continuing faculty in 2-year institutions	
	Public	Nonpublic
1954-55 to 1955-56 ..	5.5%	5.9%
1955-56 to 1956-57 ..	5.9	6.1
1956-57 to 1957-58 ..	8.4	6.9
1957-58 to 1958-59 ..	5.4	5.9
1958-59 to 1959-60 ..	5.7	6.8
1959-60 to 1960-61 ..	4.9	6.2
1960-61 to 1961-62 ..	5.9	7.2
1961-62 to 1962-63 ..	5.3	5.7
1962-63 to 1963-64 ..	5.5	5.4
1963-64 to 1964-65 ..	5.6	5.8
1964-65 to 1965-66 ..	5.9	6.5
1965-66 to 1966-67 ..	6.1	6.2
1966-67 to 1967-68 ..	8.1	7.2

Among both public and nonpublic junior colleges the median percent of increase reported for this year has been equalled or exceeded only once during the preceding 10 periods.

TABLE 48.--PUBLIC 2-YEAR INSTITUTIONS. DISTRIBUTION OF SALARIES PAID TO FULL-TIME TEACHERS IN 495 PUBLIC 2-YEAR INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION AND ENROLLMENT SIZE, 1967-68

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ENROLLMENT			TOTAL	CUMULA-TIVE PERCENT
									2,000 OR MORE	1,000-1,999	LESS THAN 1,000		
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$19,000 AND OVER	...	11	...	...	2	...	...	3	14	1	1	16	.1
18,000-18,999 .	...	2	...	...	...	...	...	4	5	...	1	6	.1
17,000-17,999 .	...	28	...	...	2	...	...	6	36	...	...	36	.2
16,000-16,999 .	...	20	2	2	4	...	...	6	26	7	1	34	.3
15,000-15,999 .	...	84	...	25	11	...	...	38	140	12	6	158	.8
14,500-14,999 .	...	30	...	18	8	...	...	86	104	14	24	142	1.3
14,000-14,499 .	1	25	...	71	4	1	...	203	253	16	36	305	2.3
13,500-13,999 .	1	49	2	31	...	3	...	736	683	46	93	822	5.0
13,000-13,499 .	5	95	2	81	10	5	...	722	575	150	195	920	8.0
12,500-12,999 .	14	52	16	76	64	5	...	904	539	168	424	1,131	11.6
12,000-12,499 .	9	121	19	179	30	16	1	722	629	211	257	1,097	15.2
11,500-11,999 .	23	179	57	229	54	44	3	701	866	242	182	1,290	19.4
11,000-11,499 .	29	202	91	317	91	57	3	821	1,019	315	277	1,611	24.7
10,500-10,999 .	40	266	118	329	81	80	3	794	1,041	407	263	1,711	30.3
10,000-10,499 .	58	369	275	294	142	120	26	784	1,187	487	394	2,068	37.0
9,500- 9,999 .	105	406	267	428	127	178	44	712	1,225	559	483	2,267	44.4
9,000- 9,499 .	103	557	381	418	239	185	65	605	1,235	676	642	2,553	52.8
8,500- 8,999 .	189	594	466	459	222	265	57	567	1,272	658	889	2,819	62.0
8,000- 8,499 .	74	593	535	503	256	302	88	534	1,275	660	950	2,885	71.4
7,500- 7,999 .	98	598	773	448	255	377	93	328	1,305	725	940	2,970	81.1
7,000- 7,499 .	144	472	798	268	220	320	81	262	926	706	933	2,565	89.4
6,500- 6,999 .	48	342	660	171	173	231	74	94	561	587	645	1,793	95.3
6,000- 6,499 .	35	102	384	71	148	86	31	25	238	238	406	882	98.2
5,500- 5,999 .	...	15	256	18	52	13	7	9	91	140	139	370	99.4
5,000- 5,499 .	1	4	88	13	12	6	2	2	40	43	45	128	99.8
4,500- 4,999 .	...	2	18	4	1	...	...	...	4	14	7	25	99.9
4,000- 4,499 .	...	...	5	9	2	1	...	...	9	...	8	17	99.9
BELOW $4,000 ...	...	1	7	...	13	2	...	1	9	3	7	24	100.0
TOTAL	977	5,219	5,220	4,462	2,223	2,297	578	9,669	15,307	7,090	8,248	30,645	100.0
CONTRIBUTED SERVICES	...	5	11	6	3	9	...	1	13	3	19	35	...
RANGE PAID													
LOWEST INTERVAL	$5,250	-$4,000	-$4,000	$4,250	-$4,000	-$4,000	$5,250	-$4,000	-$4,000	-$4,000	-$4,000	-$4,000	...
FIRST QUARTILE .	7,585	7,807	6,914	8,113	7,352	7,368	7,188	9,492	8,252	7,525	7,431	7,813	...
MEDIAN	8,734	8,904	7,755	9,319	8,460	8,186	8,006	11,072	9,781	8,822	8,525	9,165	...
THIRD QUARTILE .	9,694	10,309	8,920	10,869	9,792	9,324	9,004	12,661	11,525	10,312	10,117	10,973	...
HIGHEST INTERVAL	14,250	19,000+	16,500	16,500	19,000+	14,250	12,250	19,000+	19,000+	19,000+	19,000+	19,000+	...
NUMBER OF INSTITUTIONS ..	21	80	100	67	60	46	19	102	86	103	306	495	...

TABLE 49.--NONPUBLIC 2-YEAR INSTITUTIONS. DISTRIBUTION OF SALARIES PAID TO FULL-TIME TEACHERS IN 153 NONPUBLIC 2-YEAR INSTITUTIONS FOR NINE MONTHS OF SERVICE, BY GEOGRAPHIC REGION, 1967-68

SALARY INTERVAL 1	NEW ENGLAND 2	MIDEAST 3	SOUTHEAST 4	GREAT LAKES 5	PLAINS 6	SOUTHWEST 7	ROCKY MOUNTAIN[a/] 8	FAR WEST[a/] 9	TOTAL 10	CUMULATIVE PERCENT 11
$17,000-17,999 .	1	1	...	...	...	...	...	...	2	.1
16,000-16,999 .	...	...	...	...	...	...	...	...	...	.1
15,000-15,999 .	...	1	...	...	...	3	...	...	4	.2
14,500-14,999 .	...	...	...	...	...	...	...	...	...	.2
14,000-14,499 .	...	2	...	...	...	...	...	...	2	.2
13,500-13,999 .	...	...	...	...	...	...	...	...	...	.2
13,000-13,499 .	...	1	1	...	...	1	...	...	3	.3
12,500-12,999 .	...	6	1	2	...	...	...	...	9	.6
12,000-12,499 .	1	13	1	...	...	1	...	...	16	1.0
11,500-11,999 .	1	6	5	...	1	...	...	...	13	1.4
11,000-11,499 .	7	23	...	1	...	...	...	...	31	2.2
10,500-10,999 .	10	26	8	2	4	2	...	...	57	3.8
10,000-10,499 .	23	34	8	5	...	1	...	...	75	5.9
9,500- 9,999 .	33	31	17	2	4	1	...	...	95	8.6
9,000- 9,499 .	39	54	19	18	3	2	...	...	156	12.9
8,500- 8,999 .	77	72	40	24	17	9	...	...	258	20.1
8,000- 8,499 .	96	91	72	50	16	4	...	...	339	29.6
7,500- 7,999 .	98	86	109	53	19	16	...	...	398	40.7
7,000- 7,499 .	100	99	236	65	21	34	...	...	577	56.8
6,500- 6,999 .	84	110	242	87	34	26	...	...	601	73.6
6,000- 6,499 .	39	79	177	50	58	57	...	...	482	87.0
5,500- 5,999 .	12	20	100	13	12	26	...	...	186	92.2
5,000- 5,499 .	12	23	69	2	14	11	...	...	133	95.9
4,500- 4,999 .	...	2	13	9	20	8	...	...	64	97.7
4,000- 4,499 .	7	...	37	...	2	...	...	...	46	99.0
BELOW $4,000 ...	2	15	18	1	...	...	...	...	36	100.0
TOTAL	642	796	1,173	384	225	202	149	12	3,583	100.0
CONTRIBUTED SERVICES	24	129	51	43	44	6	...	...	297	...
RANGE PAID										
LOWEST INTERVAL	-$ 4,000	-$ 4,000	-$ 4,000	-$ 4,000	$ 4,250	$ 4,750	...	...	-$ 4,000	...
FIRST QUARTILE .	7,023	6,768	6,159	6,621	6,071	6,048	...	...	6,447	...
MEDIAN	7,832	7,785	6,856	7,231	6,596	6,491	...	...	7,211	...
THIRD QUARTILE .	8,705	8,993	7,474	8,080	7,704	7,346	...	...	8,242	...
HIGHEST INTERVAL	17,500	17,500	13,250	12,750	11,750	15,500	...	...	17,500	...
NUMBER OF INSTITUTIONS ..	21	38	50	15	18	9	1	1	153	...

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a/ Salary information for the institutions in the Rocky Mountain and Far West regions is not listed in columns 8 and 9 in order to avoid identification of individual institution data.

TABLE 50.--DISTRIBUTION OF PUBLIC 2-YEAR INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME TEACHERS FOR NINE MONTHS OF SERVICE, 1967-68

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN	FAR WEST	ENROLLMENT 2,000 OR MORE	ENROLLMENT 1,000-1,999	ENROLLMENT LESS THAN 1,000	TOTAL	CUMULA-TIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$13,500-13,999 .	...	...	...	...	...	...	...	1	...	...	1	1	.2
13,000-13,499 .	...	...	...	...	...	...	...	1	1	...	...	1	.5
12,500-12,999 .	...	...	...	...	...	...	...	6	4	2	...	6	1.8
12,000-12,499 .	...	...	...	...	...	...	...	4	1	1	2	4	2.8
11,500-11,999 .	...	...	...	1	...	...	...	5	5	1	...	6	4.1
11,000-11,499 .	...	...	...	3	1	...	...	13	11	4	2	17	8.0
10,500-10,999 .	...	2	...	3	...	...	...	16	9	9	3	21	12.8
10,000-10,499 .	1	2	...	4	3	1	...	4	5	4	6	15	16.3
9,500- 9,999 .	3	7	3	8	5	1	...	13	14	13	13	40	25.5
9,000- 9,499 .	5	13	5	8	9	...	3	9	8	15	29	52	37.4
8,500- 8,999 .	4	15	5	15	3	10	4	9	9	16	40	65	52.3
8,000- 8,499 .	4	11	15	7	11	3	3	3	7	9	41	57	65.4
7,500- 7,999 .	3	19	26	4	12	12	5	2	5	16	62	83	84.4
7,000- 7,499 .	1	3	12	5	4	9	3	...	5	6	26	37	92.9
6,500- 6,999 .	...	...	13	...	4	3	...	...	...	4	16	20	97.5
6,000- 6,499 .	...	...	8	...	1	...	...	...	1	2	6	9	99.5
5,500- 5,999 .	...	...	2	...	...	...	...	...	...	1	1	2	100.0
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 TEACHERS	21	72	89	58	53	39	18	86	85	103	248	436	100.0

TABLE 51.--DISTRIBUTION OF NONPUBLIC 2-YEAR INSTITUTIONS, BY MEDIAN SALARIES PAID TO FULL-TIME TEACHERS FOR NINE MONTHS OF SERVICE, 1967-68

SALARY INTERVAL	NEW ENGLAND	MIDEAST	SOUTH-EAST	GREAT LAKES	PLAINS	SOUTH-WEST	ROCKY MOUNTAIN[a]	FAR WEST[a]	ENROLLMENT 2,000 OR MORE	ENROLLMENT 1,000-1,999	ENROLLMENT LESS THAN 1,000	TOTAL	CUMULA-TIVE PERCENT
1	2	3	4	5	6	7	8	9	10	11	12	13	14
$ 9,000- 9,499 .	2	2	...	...	...	...	...	...	1	...	3	4	3.3
8,500- 8,999 .	1	1	1	...	...	...	...	...	...	...	3	3	5.8
8,000- 8,499 .	3	2	1	2	1	...	...	...	1	1	7	9	13.2
7,500- 7,999 .	4	5	2	2	1	1	...	...	3	1	12	16	26.4
7,000- 7,499 .	5	3	13	...	...	2	...	...	...	1	22	23	45.5
6,500- 6,999 .	1	7	10	5	3	1	...	...	1	3	23	27	67.8
6,000- 6,499 .	...	2	6	1	3	2	...	...	...	1	13	14	79.3
5,500- 5,999 .	...	1	7	...	...	2	...	...	...	...	10	10	87.6
5,000- 5,499 .	1	1	2	...	1	...	...	...	...	...	5	5	91.7
4,500- 4,999 .	...	...	1	...	1	...	...	...	...	...	3	3	94.2
4,000- 4,499 .	...	...	4	...	...	...	...	...	...	...	4	4	97.5
BELOW $4,000 ...	...	2	1	...	...	...	...	...	...	...	3	3	100.0
NUMBER OF INSTITUTIONS REPORTING AT LEAST 5 TEACHERS	17	26	48	10	10	8	1	1	6	7	108	121	100.0

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[a] Salary information for the institutions in the Rocky Mountain and Far West regions is not listed in columns 8 and 9 in order to avoid identification of individual institution data.

TABLE 52. -- SALARY INCREASES, 1965-66 TO 1966-67 - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING PERCENTS OF CHANGE IN AVERAGE SALARIES PAID TO CONTINUING FULL-TIME TEACHERS

PERCENT OF CHANGE	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
NO CHANGE	15	15	30	6.4
INCREASE OF				
LESS THAN 1	2	...	2	.4
1 BUT LESS THAN 2 ..	2	1	3	.6
2 BUT LESS THAN 3 ..	5	6	11	2.3
3 BUT LESS THAN 4 ..	28	5	33	7.0
4 BUT LESS THAN 5 ..	37	4	41	8.7
5 BUT LESS THAN 6 ..	86	24	110	23.5
6 BUT LESS THAN 7 ..	46	10	56	11.9
7 BUT LESS THAN 8 ..	36	11	47	10.0
8 BUT LESS THAN 9 ..	24	7	31	6.6
9 BUT LESS THAN 10 ..	15	7	22	4.7
10 BUT LESS THAN 11 ..	28	9	37	7.9
11 BUT LESS THAN 13 ..	9	2	11	2.3
13 BUT LESS THAN 15 ..	6	4	10	2.1
15 BUT LESS THAN 20 ..	10	3	13	2.8
20 OR MORE	6	6	12	2.6
TOTAL	355	114	469	99.8*
NOT INDICATED	141	39	180	
MEDIAN PERCENT OF CHANGE	6.1	6.2	6.1	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 53. -- SALARY INCREASES, 1966-67 TO 1967-68 - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING PERCENTS OF CHANGE IN AVERAGE SALARIES PAID TO CONTINUING FULL-TIME TEACHERS

PERCENT OF CHANGE	NUMBER OF INSTITUTIONS PUBLIC	NONPUBLIC	TOTAL NUMBER	TOTAL PERCENT
1	2	3	4	5
&				
NO CHANGE	17	13	30	5.7
INCREASE OF				
LESS THAN 1	3	...	3	.6
1 BUT LESS THAN 2 ..	1	1	2	.4
2 BUT LESS THAN 3 ..	5	1	6	1.1
3 BUT LESS THAN 4 ..	7	4	11	2.1
4 BUT LESS THAN 5 ..	21	6	27	5.2
5 BUT LESS THAN 6 ..	66	24	90	17.2
6 BUT LESS THAN 7 ..	53	9	62	11.9
7 BUT LESS THAN 8 ..	25	11	36	6.9
8 BUT LESS THAN 9 ..	42	13	55	10.5
9 BUT LESS THAN 10 ..	21	4	25	4.8
10 BUT LESS THAN 11 ..	38	9	47	9.0
11 BUT LESS THAN 13 ..	32	6	38	7.3
13 BUT LESS THAN 15 ..	24	7	31	5.9
15 BUT LESS THAN 20 ..	33	5	38	7.3
20 OR MORE	14	7	21	4.0
TOTAL	402	120	522	99.9*
NOT INDICATED	94	33	127	
MEDIAN PERCENT OF CHANGE	8.1	7.2	7.8	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

VIII. SALARY-RELATED POLICIES IN 2-YEAR INSTITUTIONS

Consistent with the increasing interest in the policies of higher education institutions relating to salaries of faculty this study includes a survey of various salary-related practices in 2-year institutions. For the first time, in the present study, institutions were asked to report the presence of selected salary practices and to indicate whether or not the policies governing these practices are documented. The statements of policy forwarded with the questionnaire will provide a base for future studies in greater depth about salary-related practices.

The presence of selected salary practices reported by 2-year institutions are summarized in this section. Also, up-dating the information reported in previous studies, this section contains a review of the presence and application of salary schedules in 2-year institutions. The levels of scheduled salaries and an analysis of the salary schedule provisions will be published separately within a few months. The supplementary report will follow the format of the exploratory study issued in 1967 based on the salary schedules received in the 1965-66 biennial survey (Faculty Salary Schedules in Public Community-Junior Colleges, 1965-66, Research Report 1967-R9).

Table 54 shows for each salary policy the number of institutions which (a) report that the policy is practiced and is documented in the salary schedule or in other materials, (b) the policy is practiced but the institution has not documented the policy, or (c) the policy is not practiced in the institution. The summaries in columns 7 and 9 of Table 54 show the total percentages of institutions and of faculty involved in each response category.

Qualifications required for initial appointment (academic preparation)--About 7 institutions in 10 which employ about five-sixths of faculty reported having documented specification of the minimum qualifications required for initial appointment to faculty status which includes academic preparation. This documented provision is more widely observed in public 2-year institutions (79.8 percent) than in the nonpublic institutions (45.5 percent). Among the public institutions this policy is more widespread among those not having faculty ranks (87.0 percent) than among those having faculty ranks (69.7 percent). This pattern is reversed among the nonpublic institutions where this specification is reported by 39.4 percent of the institutions without faculty ranks and by 61.0 percent of the institutions having faculty ranks. Only 3.6 percent of the 2-year institutions, employing only 2.5 percent of the faculty reported that they do not have a specification of academic preparation as a qualification for initial appointment to faculty status.

Qualifications required for initial appointment (teaching experience)--Specification relating to teaching experience as one of the qualifications required for initial appointment to faculty status is reported to be documented by 57.2 percent of the two-year institutions which employ 64.4 percent of all 2-year faculty. This policy is more prevalent among public 2-year institutions (66.3 percent) than among the nonpublic institutions (26.9 percent). It is reported more widely among public institutions without faculty ranks (70.5 percent) than among the public institutions having faculty ranks (60.2 percent). Among the nonpublic institutions it is more widely reported among those having faculty ranks (43.9 percent) than among those not having faculty ranks (20.2 percent). About 1 in 5 of the 2-year institutions report that teaching experience is not among the qualifications specified for initial appointment to faculty status.

Qualifications for initial appointment to faculty status (other)--Documented specification of qualifications other than academic preparation and teaching experience is reported by about one-fourth of the 2-year institutions which employ slightly more than one-fourth of the faculty. These qualifications (research, personal qualifications, etc.) are more widely reported to be documented among the public institutions (29.2 percent) than among the nonpublic institutions (16.6 percent). Among both public and nonpublic institutions the documented policy is more prevalent in those having faculty ranks (40.3 percent in public institutions and 29.3 percent of nonpublic institutions) than in those not having faculty ranks (21.4 percent of public institutions and 11.5 percent of nonpublic institutions). About 2 in 5 of the 2-year institutions reported that they do not specify research, personal characteristics, etc., as qualifications required for initial appointment to faculty status.

Faculty salaries interrelated by index or ratio--About 3 in 10 of the 2-year institutions reported having a documented policy which provides that faculty salaries are interrelated by use of an index or ratio. These institutions employ about three-eighths of the faculty in 2-year institutions. This documented practice is most prevalent among the public institutions which do not have faculty ranks (44.9 percent). Only 22.4 percent of the public institutions with faculty ranks and 11.0 percent of the nonpublic institutions report having a documented policy which provides for this practice. About two-thirds of the institutions which employ 3 faculty members in 5 reported this practice is not followed.

Objective provisions for salary increments--About two-thirds of the 2-year institutions which employ about three-fourths of the faculty report having a documented policy which describes in objective terms the basis on which salary increments are awarded (annual, service, etc.). This documented policy is reported by 74.1 percent of the public institutions and by only 38.6 percent of the nonpublic institutions. Among the public 2-year institutions it is more widely reported by those which do not have faculty ranks (84.2 percent) than among those which have faculty ranks (59.7 percent). Almost one-fourth of the 2-year institutions (23.5 percent) which employ about one-sixth of the faculty (16.5 percent) reported that their institutions do not describe in objective terms the basis on which salary increments are awarded.

Longevity increments--Almost one-fourth of the 2-year institutions which employ about one-fourth of the faculty report having a documented policy providing special salary increments for longevity. This practice is most widely reported among public 2-year institutions which do not have faculty ranks (36.8 percent). It is reported by 14.4 percent of the public institutions having faculty ranks and by 13.8 percent of all nonpublic institutions. About seven 2-year institutions in 10 which employ an equal proportion of the faculty report that their institutions do not award special salary increments for longevity.

Extended-year contracts related to academic-year by a formula--About half of the 2-year institutions, employing almost 3 faculty members in 5, reported having a documented policy which provides that the salaries of faculty employed beyond the academic year (11 or 12 months, summer school) are related to the academic-year salary by a formula. This practice is more widespread among public institutions (60.5 percent) than among the nonpublic institutions (12.4 percent). It is more prevalent among institutions which have faculty ranks (65.7 percent of public and 19.5 percent of nonpublic) than among those which do not have faculty ranks (56.8 percent of public and 9.6 percent of nonpublic). More than one-third of the institutions which employ slightly more than one-fourth of the faculty reported they either do not employ faculty beyond the regular academic year or they do not practice a policy which provides that the salary of persons employed beyond the academic year are related to the academic-year salary by a formula.

Special salary differentials--About 1 percent of the 2-year institutions which employ less than 1 percent of the faculty report having a documented policy which provides for special salary differentials for men, married men, or persons with dependents. This documented policy is most widely reported among the nonpublic institutions which have faculty ranks (9.8 percent). Almost all institutions (95.9 percent) which involve almost all faculty (98.1 percent) reported they do not provide special salary differentials for men, married men, or persons with dependents.

Administrative salaries related to faculty salaries--About one-fifth of the 2-year institutions which employ about one-third of all faculty report having a documented policy which provides that administrative and supervisory staff salaries are related to faculty salaries by a formula or ratio. This documented policy is more widely reported among public institutions (25.5 percent) than among the nonpublic institutions (3.4 percent). About 7 institutions in 10 (71.8 percent) which employ about three-fifths of the faculty (58.8 percent) report they do not follow a practice which provides that administrative and supervisory staff salaries are related to faculty salaries by a formula or ratio.

Formal procedure for communication between governing board and faculty--About one-fifth of the institutions which employ more than one-fourth of the faculty (28.7 percent) in 2-year institutions report having a documented policy which provides that on matters of faculty salary or welfare, a formal procedure is maintained by which representatives of the governing board or the administration agree to confer with faculty representatives. This policy is more widely reported among public institutions (25.0 percent) than among nonpublic institutions (11.5 percent). A policy specifying that the formal procedure include negotiation between representatives of the governing board or the administration and the faculty on matters of faculty salary or welfare is reported by 8.4 percent of the institutions which employ 14.0 percent of the faculty. All but one of the 52 institutions reporting the presence of a documented policy which provides for negotiation are public institutions. More than two-fifths of the institutions which employ slightly more than one-fourth of the faculty report their institutions do not practice the policy which provides for conference or negotiation between representatives of the governing board or the administration on matters of faculty salary or welfare.

Institutions without faculty ranks, salaries based, in part, on academic preparation--Among the 2-year institutions which do not have faculty ranks about four-fifths of the institutions which employ about nine-tenths of the faculty reported having a documented policy which provides that differences in salaries paid are based, in part, on the level of academic preparation completed. This documented policy is more widespread among the public institutions (91.7 percent) than in the nonpublic institutions (42.9 percent). Only 5.6 percent of the selected institutions which employ only 2.1 percent of the faculty reported that they do not base differences in salaries, in part, on the level of academic preparation completed.

Institutions without faculty ranks, progress in salary related to academic preparation--About seven-tenths of the institutions which employ four-fifths of the faculty involved in the institutions which do not have faculty ranks report practicing a documented policy which provides that progress toward higher salary for persons having a given academic preparation level (B.A., M.A.) depends upon completion of additional academic credit. This documented policy is more widely reported by public institutions (84.9 percent) than by the nonpublic institutions (33.0 percent) which do not have faculty ranks. Only 14.6 percent of the selected institutions which employ only 9.8 percent of the faculty report that they do not follow a policy which provides that progress toward higher salary for persons having a given academic preparation level depends upon completion of additional academic credit.

Institutions with faculty ranks, qualifications for appointment or promotion--More than three-fourths of the 2-year institutions which have faculty ranks report having a documented policy which prescribes a level of academic preparation required for appointment or promotion to a given rank. These institutions employ 77.4 percent of the faculty in institutions having faculty ranks. Only 8.8 percent of the institutions having faculty ranks, which employ 10.1 percent of the faculty, report their institutions do not prescribe a level of academic preparation for appointment or promotion to a given rank.

Documented description of teaching experience as a requirement for appointment or promotion to a given rank is reported by about 3 in 5 of the 2-year institutions which have faculty ranks. These institutions employ about two-thirds of faculty in institutions which have faculty ranks. No prescription of teaching experience is reported by about one-fourth of the 2-year institutions (having faculty ranks) which employ about one-fourth of the faculty.

Institutions with faculty ranks, salary differentials within ranks--About 2 in 5 2-year institutions which have faculty ranks report having a documented policy which provides that salary differentials are maintained within ranks on the basis of level of academic preparation. These institutions employ about half of all faculty employed in 2-year institutions which have faculty ranks. An equal number of the selected institutions reported they do not maintain salary differentials within ranks on the basis of level of academic preparation; these institutions employ about three-eighths of the faculty in institutions which have faculty ranks.

Institutions with faculty ranks, distribution among ranks--About one-eighth of the 2-year institutions having faculty ranks report having a documented policy which requires that assignment of a given rank depends on the proportion of the faculty already having the given rank. These institutions employ 15.3 percent of the faculty in 2-year institutions which have faculty ranks. About three-fourths of the institutions having faculty ranks, employing about seven-tenths of the faculty of institutions having faculty ranks, reported they do not practice the policy which provides that assignment of a given rank depends on the proportion of the faculty already having the given rank.

Salary Schedules

In the public schools the use of a formal salary schedule is quite general. It is common practice among practically all large school systems to adhere closely to well-defined and publicly announced schedules with stipulated provisions for the entry of new teachers and for step-by-step increments.

At the other extreme are the institutions which grant the 4-year or higher degree where salary schedules, if in effect at all, tend to be less specific in their provisions. In many instances, the universities and colleges do no more than start with an announced minimum for each rank and leave open the upper levels for one, two, or perhaps all ranks. Again, these senior institutions frequently do not stipulate the amount of periodic increments.

In the use of salary schedules the 2-year institutions seem to occupy a middle place between the public schools and the 4-year institutions. Among the 496 reporting public 2-year colleges, those having official salary schedules predominate, 370 to 126 as shown in Table 55. Among the 153 reporting nonpublic junior colleges, the majority (62.1 percent) have no official salary schedule at this time. The number of public institutions not now having a salary schedule that do not plan the adoption of one is less than one-third as large as the number presently having schedules; this number among nonpublic 2-year colleges is 11 greater than the number presently having schedules. The total number of institutions contemplating the adoption of a salary scale is about 7 percent of the total number of institutions reporting.

The agency most widely reported to be responsible for establishing the provisions of the salary schedule in 2-year institutions is the institution board or junior college district board. As shown in Table 56, this is reported by about one-third of the public and nonpublic 2-year institutions which have salary schedules. The president of the institution is next most frequently reported by both types of institutions as one who is responsible for establishing the provisions of the salary schedule. Use of a faculty-administration committee is reported by more than one-fifth of the public 2-year institutions which have a salary schedule.

Tables 57 and 58 show that 2-year institutions having salary schedules tend to adhere to them rather strictly. The same salary provisions are applied to all departments in 92.9 percent of the public institutions and 100.0 percent of the nonpublic institutions having salary schedules. Also, only about one-fifth of the 2-year institutions having salary schedules report that in order to obtain faculty in fields of scarcity it was necessary to offer a prospective faculty member a beginning salary higher than the schedule provides for a person with his qualifications.

TABLE 54. — SELECTED SALARY PRACTICES IN 649 2-YEAR INSTITUTIONS HAVING AND NOT HAVING FACULTY RANKS, 1967—68

SALARY POLICY AND PRACTICE	NUMBER OF INSTITUTIONS						FULL-TIME FACULTY	
	PUBLIC		NONPUBLIC		TOTAL			
	WITHOUT FACULTY RANKS	WITH FACULTY RANKS	WITHOUT FACULTY RANKS	WITH FACULTY RANKS	NUMBER	PERCENT	NUMBER	PERCENT
1	2	3	4	5	6	7	8	9
1. QUALIFICATIONS SPECIFIED FOR INITIAL APPOINTMENT TO FACULTY STATUS INCLUDE –								
(A) ACADEMIC PREPARATION								
PRACTICED AND DOCUMENTED	248	140	41	25	454	71.9	28,267	83.1
PRACTICED, NOT DOCUMENTED	32	58	51	13	154	24.4	4,907	14.4
NOT PRACTICED	5	3	12	3	23	3.6	856	2.5
NOT INDICATED	8	2	6	2	18		974	
(B) TEACHING EXPERIENCE								
PRACTICED AND DOCUMENTED	201	121	21	18	361	57.2	21,922	64.4
PRACTICED, NOT DOCUMENTED	35	52	40	13	140	22.2	5,284	15.5
NOT PRACTICED	49	28	43	10	130	20.6	6,824	20.1
NOT INDICATED	8	2	6	2	18		974	
(C) RESEARCH, PERSONAL QUALIFICATIONS, ETC.								
PRACTICED AND DOCUMENTED	61	81	12	12	166	26.3	9,594	28.2
PRACTICED, NOT DOCUMENTED	75	62	45	14	196	31.1	9,157	26.9
NOT PRACTICED	149	58	47	15	269	42.6	15,279	44.9
NOT INDICATED	8	2	6	2	18		974	
2. FACULTY SALARIES ARE INTERRELATED BY USE OF AN INDEX OR RATIO –								
PRACTICED AND DOCUMENTED	128	45	11	5	189	30.0	12,741	37.4
PRACTICED, NOT DOCUMENTED	9	4	8	1	22	3.5	944	2.8
NOT PRACTICED	148	152	85	35	420	66.6	20,345	59.8
NOT INDICATED	8	2	6	2	18		974	
3. THE BASIS ON WHICH SALARY INCREMENTS ARE AWARDED IS DESCRIBED IN OBJECTIVE TERMS (ANNUAL, SERVICE, ETC.)								
PRACTICED AND DOCUMENTED	240	120	41	15	416	65.9	26,100	76.7
PRACTICED, NOT DOCUMENTED	19	18	21	9	67	10.6	2,324	6.8
NOT PRACTICED	26	63	42	17	148	23.5	5,606	16.5
NOT INDICATED	8	2	6	2	18		974	
4. SPECIAL SALARY INCREMENTS ARE AWARDED FOR LONGEVITY –								
PRACTICED AND DOCUMENTED	105	29	15	5	154	24.4	8,804	25.9
PRACTICED, NOT DOCUMENTED	11	5	15	5	36	5.7	1,178	3.5
NOT PRACTICED	169	167	74	31	441	69.9	24,048	70.7
NOT INDICATED	8	2	6	2	18		974	
5. SALARIES OF FACULTY EMPLOYED BEYOND THE ACADEMIC YEAR (11 OR 12 MONTHS, SUMMER SCHOOL) ARE RELATED TO THE ACADEMIC-YEAR SALARY BY A FORMULA –								
PRACTICED AND DOCUMENTED	162	132	10	8	312	49.4	20,095	59.1
PRACTICED, NOT DOCUMENTED	44	17	19	6	86	13.6	4,765	14.0
NOT PRACTICED	79	52	75	27	233	36.9	9,170	26.9
NOT INDICATED	8	2	6	2	18		974	
6. SPECIAL SALARY DIFFERENTIALS ARE GIVEN TO MEN, MARRIED MEN, OR PERSONS WITH DEPENDENTS –								
PRACTICED AND DOCUMENTED	2	...	3	4	9	1.4	171	.5
PRACTICED, NOT DOCUMENTED	2	1	13	1	17	2.7	473	1.4
NOT PRACTICED	281	200	88	36	605	95.9	33,386	98.1
NOT INDICATED	8	2	6	2	18		974	
7. ADMINISTRATIVE AND SUPERVISORY STAFF SALARIES ARE RELATED TO FACULTY SALARIES BY A FORMULA OR RATIO –								
PRACTICED AND DOCUMENTED	83	41	3	2	129	20.4	11,503	33.8
PRACTICED, NOT DOCUMENTED	23	12	11	3	49	7.8	2,525	7.4
NOT PRACTICED	179	148	90	36	453	71.8	20,002	58.8
NOT INDICATED	8	2	6	2	18		974	

TABLE 54. — SELECTED SALARY PRACTICES IN 649 2-YEAR INSTITUTIONS HAVING AND NOT HAVING FACULTY RANKS, 1967--68 (CONTINUED)

SALARY POLICY AND PRACTICE	NUMBER OF INSTITUTIONS						FULL-TIME FACULTY	
	PUBLIC		NONPUBLIC		TOTAL		NUMBER	PERCENT
	WITHOUT FACULTY RANKS	WITH FACULTY RANKS	WITHOUT FACULTY RANKS	WITH FACULTY RANKS	NUMBER	PERCENT		
1	2	3	4	5	6	7	8	9
8. ON MATTERS OF FACULTY SALARY OR WELFARE, A FORMAL PROCEDURE IS MAINTAINED BY WHICH REPRESENTATIVES OF THE GOVERNING BOARD OR THE ADMINISTRATION AGREE TO -								
(A) CONFER WITH FACULTY REPRESENTATIVES								
PRACTICED AND DOCUMENTED	86	36	8	8	138	22.4	9,623	28.7
PRACTICED, NOT DOCUMENTED	82	50	18	11	161	26.1	9,157	27.3
NOT PRACTICED	69	98	69	21	257	41.7	9,529	28.4
(B) NEGOTIATE WITH FACULTY REPRESENTATIVES								
PRACTICED AND DOCUMENTED	38	13	1	...	52	8.4	4,684	14.0
PRACTICED, NOT DOCUMENTED	1	2	1	...	4	.6	129	.4
NOT PRACTICED	2	...	1	1	4	.6	376	1.1
(C) NOT INDICATED	15	4	12	2	33		1,506	
9. DIFFERENCES IN SALARIES PAID ARE BASED, IN PART, ON THE LEVEL OF ACADEMIC PREPARATION COMPLETED -								
PRACTICED AND DOCUMENTED	244	N.A.	39	N.A.	283	79.3	17,751	90.9
PRACTICED, NOT DOCUMENTED	15	N.A.	39	N.A.	54	15.1	1,374	7.0
NOT PRACTICED	7	N.A.	13	N.A.	20	5.6	406	2.1
NOT INDICATED	27	N.A.	19	N.A.	46		1,079	
10. PROGRESS TOWARD HIGHER SALARY FOR PERSONS HAVING A GIVEN ACADEMIC PREPARATION LEVEL (E.G. B.A., M.A.) DEPENDS UPON COMPLETION OF ADDITIONAL ACADEMIC CREDIT -								
PRACTICED AND DOCUMENTED	225	N.A.	30	N.A.	255	71.6	16,075	82.5
PRACTICED, NOT DOCUMENTED	19	N.A.	30	N.A.	49	13.8	1,507	7.7
NOT PRACTICED	21	N.A.	31	N.A.	52	14.6	1,910	9.8
NOT INDICATED	28	N.A.	19	N.A.	47		1,118	
11. A PRESCRIBED LEVEL OF ACADEMIC PREPARATION IS REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK -								
PRACTICED AND DOCUMENTED	N.A.	156	N.A.	27	183	76.9	10,480	77.4
PRACTICED, NOT DOCUMENTED	N.A.	29	N.A.	5	34	14.3	1,681	12.4
NOT PRACTICED	N.A.	14	N.A.	7	21	8.8	1,372	10.1
NOT INDICATED	N.A.	4	N.A.	4	8		861	
12. A PRESCRIBED NUMBER OF YEARS OF EXPERIENCE IS REQUIRED FOR APPOINTMENT OR PROMOTION TO A GIVEN RANK -								
PRACTICED AND DOCUMENTED	N.A.	119	N.A.	26	145	61.2	8,935	66.1
PRACTICED, NOT DOCUMENTED	N.A.	23	N.A.	5	28	11.8	1,273	9.4
NOT PRACTICED	N.A.	57	N.A.	7	64	27.0	3,300	24.4
NOT INDICATED	N.A.	4	N.A.	5	9		886	
13. SALARY DIFFERENTIALS ARE MAINTAINED WITHIN RANKS ON THE BASIS OF LEVEL OF ACADEMIC PREPARATION -								
PRACTICED AND DOCUMENTED	N.A.	80	N.A.	19	99	41.4	6,868	50.7
PRACTICED, NOT DOCUMENTED	N.A.	33	N.A.	8	41	17.2	1,556	11.5
NOT PRACTICED	N.A.	86	N.A.	13	99	41.4	5,115	37.8
NOT INDICATED	N.A.	4	N.A.	3	7		855	
14. ASSIGNMENT OF A GIVEN RANK DEPENDS ON THE PROPORTION OF THE FACULTY ALREADY HAVING GIVEN RANK -								
PRACTICED AND DOCUMENTED	N.A.	25	N.A.	5	30	12.6	2,063	15.3
PRACTICED, NOT DOCUMENTED	N.A.	27	N.A.	2	29	12.2	2,017	14.9
NOT PRACTICED	N.A.	147	N.A.	32	179	75.2	9,442	69.8
NOT INDICATED	N.A.	4	N.A.	4	8		872	

NOTE - ITEMS 9 AND 10 ARE FOR INSTITUTIONS WHICH DO NOT HAVE FACULTY RANKS.
ITEMS 11 THROUGH 14 ARE FOR INSTITUTIONS WHICH HAVE FACULTY RANKS.

TABLE 55. -- OFFICIAL SALARY SCHEDULES - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING AN OFFICIAL SALARY SCHEDULE, FALL 1967

ITEM 1	PUBLIC 2	NONPUBLIC 3	TOTAL 4
INSTITUTIONS WITH OFFICIAL SALARY SCHEDULE	370	58	428
INSTITUTIONS WITH NO OFFICIAL SALARY SCHEDULE	126	95	221
INSTITUTIONS THAT CONTEMPLATE ADOPTING A SALARY SCHEDULE ...	19	26	45
INSTITUTIONS WITH NO SALARY SCHEDULE THAT DO NOT PLAN ADOPTION OF ONE	107	69	176

TABLE 56. -- AGENCIES, GROUPS OR INDIVIDUALS RESPONSIBLE FOR ESTABLISHING THE PROVISIONS OF THE SALARY SCHEDULE IN 422 2-YEAR INSTITUTIONS, 1967-68

AGENCY, GROUP OR INDIVIDUAL RESPONSIBLE	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
STATE LEGISLATURE	43	...	43	5.6
STATE BOARD(OF PUBLIC, JUNIOR COLLEGE, OR HIGHER EDUCATION)	66	1	67	8.8
INSTITUTION BOARD, OR JUNIOR COLLEGE DISTRICT BOARD	245	32	277	36.3
PRESIDENT OF THE INSTITUTION	88	21	109	14.3
FACULTY COMMITTEE	55	4	59	7.7
ADMINISTRATIVE STAFF OF THE INSTITUTION	46	12	58	7.6
FACULTY/ADMINISTRATION COMMITTEE	79	9	88	11.5
OTHER	59	4	63	8.2
TOTAL OF COLUMN	681	83	764	100.0
NUMBER OF INSTITUTIONS				
REPORTING	367	55	422	
NOT INDICATING	3	3	6	

TABLE 57. -- EXTENT TO WHICH SALARY SCHEDULE PROVISIONS APPLY UNIFORMLY TO FULL-TIME TEACHERS IN ALL DEPARTMENTS IN 411 2-YEAR INSTITUTIONS, 1967-68

ITEM	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
SALARY PROVISIONS APPLY UNIFORMLY TO ALL DEPARTMENTS	338	47	385	93.7
HIGHER SALARIES ARE PROVIDED IN CERTAIN DEPARTMENTS	26	...	26	6.3
NUMBER OF INSTITUTIONS				
REPORTING	364	47	411	100.0
NOT INDICATING	6	11	17	
WITH NO SALARY SCHEDULE	126	95	221	
TOTAL	496	153	649	

TABLE 58. -- DEVIATIONS FROM SALARY SCHEDULE TO OBTAIN TEACHERS IN FIELDS OF SCARCITY, 413 2-YEAR INSTITUTIONS, 1967-68

PRACTICE	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
CANDIDATE WAS OFFERED A HIGHER SALARY THAN THE SCHEDULE PROVIDES	77	7	84	20.3
IT WAS NOT NECESSARY TO DEVIATE FROM THE SCHEDULE TO OBTAIN FACULTY IN FIELDS OF SCARCITY	282	47	329	79.7
NUMBER OF INSTITUTIONS				
REPORTING	359	54	413	100.0
NOT INDICATING	11	4	15	
WITH NO SALARY SCHEDULE	126	95	221	
TOTAL	496	153	649	

IX. SELECTED ADMINISTRATIVE PRACTICES IN 2-YEAR INSTITUTIONS

Reported in this section are selected practices in 2-year institutions which influence the characteristics of faculty assignments in these institutions. These brief summaries may be useful in institutional planning.

Academic Calendar

The most widely reported calendar among 2-year institutions is the two-semester academic year. As shown in Table 59 about three-fifths of the public institutions and almost seven-eighths of the nonpublic institutions reported having two semesters. The three-quarter division of the academic-year calendar is reported by about one-fourth of the public institutions and by about one-tenth of the nonpublic 2-year institutions.

Professorial Ranks

The classification of teaching staff members according to rank is an almost universal custom in 4-year colleges and universities. Again, practices of 2-year colleges are mixed between the characteristics of the secondary schools, having no ranks, and the characteristics of the institutions which grant the 4-year or higher degree. Professorial rank is reported to be used in 44.2 percent of the public 2-year colleges which employ 45.4 percent of the teachers, and in 33.1 percent of the nonpublic 2-year colleges which employ 40.7 percent of the teachers (details are in Table 60).

A limited review of trends in the use of professorial rank is provided in the four most recent biennial salary studies; this item of information was not included in earlier studies. The number and percent of public 2-year colleges having or planning to have faculty rank and the percents of teachers involved follow:

	Having professorial rank		
	Institutions		Teachers,
Session	Number	Percent	percent
1961-62	59	19.3%	14.0%
1963-64	104	31.3	36.7
1965-66	144	35.9	34.0
1967-68	203	44.2	45.4

	Considering professorial rank		
	Institutions		Teachers,
Session	Number	Percent	percent
1961-62	29	9.5%	12.7%
1963-64	19	5.7	5.4
1965-66	34	8.5	9.7
1967-68	40	8.7	8.0

The number of public institutions having faculty ranks has increased in a pattern similar to earlier years, but the proportion of faculty employed in institutions which have faculty ranks has increased significantly during the past two years. When combined with the institutions which report they are considering the use of faculty ranks, about half of the institutions and faculty in public 2-year institutions may have an interest in the use of faculty ranks. With the number of public 2-year institutions increasing by as many as 50 each session, with many being part of state coordinated systems, any prediction of this practice has little validity.

The number and percent of nonpublic 2-year colleges having and planning to have faculty rank as reported in these studies are as follows:

	Having professorial rank		
	Institutions		Teachers,
Session	Number	Percent	percent
1961-62	25	15.7%	16.1%
1963-64	35	22.9	21.9
1965-66	37	24.3	28.1
1967-68	43	33.1	40.7

	Considering faculty rank		
	Institutions		Teachers,
Session	Number	Percent	percent
1961-62	18	11.3%	12.6%
1963-64	15	9.8	8.9
1965-66	21	13.8	13.6
1967-68	16	12.3	8.9

The pattern of growth in the use of professorial rank among nonpublic 2-year colleges is similar to that of the public institutions with the extent of use and the rate of change both being lower among nonpublic than among public institutions.

With the continued growth in the size and complexity of 2-year colleges, the accompanying interest in adopting or improving existing salary schedules among many 2-year institutions and the influence of the interest at all levels to provide appropriate compensation for outstanding competence or added responsibilities, the outlook is for this practice to be a continued issue at the 2-year institution level.

Part-Time Teachers

In this report a part-time teacher is defined as a part-time employee of the 2-year college. This excludes full-time instructional staff members whose chief assignment is high-school teaching, and also administrative officers who do some teaching.

The wide differences in the characteristics of 2-year institutions are reflected in the wide range of practices in the employment of part-time teachers as shown in Table 61. Among the institutions which reported using part-time teachers, about two-thirds indicated they employ from 1 to 19 persons in these positions; more than nine part-time teachers are reported by 3 public institutions in 5 (63.7 percent) and only about 1 nonpublic institution in 3 (35.4 percent). The number of part-time teachers employed by a 2-year college ranges as high as 774 among the public and to 116 in the nonpublic institutions.

Periods of Faculty Duty

Increasing interest in the expectations of the institution about faculty presence on the campus prompted a request that institutions report whether the institution requires that faculty members be present on campus for a specified number of days per year and/or hours per day, without reference to classroom and conference duties. The summary in Table 62 shows that more than half of the public 2-year institutions (52.4 percent) and about one-third of the nonpublic 2-year institutions (32.0 percent) require the faculty to be on campus for a specified number of days per year. Among the small number of institutions which reported the number of days, faculty are required to be on campus a median of 180 days in public institutions and 170 days in nonpublic institutions.

About 2 in 5 public 2-year institutions (40.1 percent) and more than one-fourth of the nonpublic 2-year institutions (28.1 percent) require the faculty members to be present on campus for a specified number of hours per day without reference to classroom and conference duties. Among the small number of institutions which reported the number of hours each day they require the faculty to be on campus, the median is 6 hours in public institutions and 7 hours in nonpublic institutions.

TABLE 59. -- TYPE OF ACADEMIC-YEAR CALENDAR REPORTED BY 626 2-YEAR INSTITUTIONS, 1967-68

ACADEMIC-YEAR CALENDAR	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
THREE QUARTERS	127	15	142	22.7
TWO SEMESTERS	303	122	425	67.9
TWO TRIMESTERS	10	3	13	2.1
OTHER	42	4	46	7.3
INSTITUTIONS REPORTING .	482	144	626	100.0

TABLE 60. -- PROFESSORIAL RANKS - PUBLIC AND NONPUBLIC 2-YEAR COLLEGES MAINTAINING OR CONSIDERING ESTABLISHMENT OF FACULTY RANKS, FALL 1967

ITEM	PUBLIC 2-YEAR COLLEGES NUMBER OF INSTITUTIONS	NUMBER OF FULL-TIME TEACHERS	NONPUBLIC 2-YEAR COLLEGES NUMBER OF INSTITUTIONS	NUMBER OF FULL-TIME TEACHERS	T O T A L NUMBER OF INSTITUTIONS	NUMBER OF FULL-TIME TEACHERS
1	2	3	4	5	6	7
INSTITUTIONS THAT HAVE ESTABLISHED FACULTY RANKS	203	12,986	43	1,408	246	14,394
INSTITUTIONS CONSIDERING ESTABLISHMENT OF FACULTY RANKS	40	2,300	16	307	56	2,607
INSTITUTIONS REPORTING NO PLANS FOR ESTABLISHING FACULTY RANKS	216	13,295	71	1,745	287	15,040
INSTITUTIONS NOT RESPONDING	37	2,345	23	618	60	2,963
TOTAL INSTITUTIONS	496	30,926	153	4,078	649	35,004

TABLE 61. -- PART-TIME TEACHERS - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING VARIOUS NUMBERS OF PART-TIME TEACHERS EMPLOYED, FALL 1967

NUMBER OF PART-TIME TEACHERS	NUMBER OF INSTITUTIONS PUBLIC	NONPUBLIC	T O T A L NUMBER	PERCENT
1	2	3	4	5
NONE	77	9	86	13.3
1-9 TEACHERS.............	152	93	245	37.8
10-19 TEACHERS	87	40	127	19.6
20-29 TEACHERS	48	3	51	7.9
30-39 TEACHERS	28	2	30	4.6
40-49 TEACHERS	12	4	16	2.5
50-74 TEACHERS	26	1	27	4.2
75-99 TEACHERS	24	...	24	3.7
100-149 TEACHERS	19	1	20	3.1
150-199 TEACHERS	7	...	7	1.1
200 OR MORE TEACHERS ...	16	...	16	2.5
NUMBER OF INSTITUTIONS REPORTING	496	153	649	100.3*
TOTAL NUMBER OF TEACHERS	17,612	1,491	19,103	
RANGE IN NUMBER OF PART-TIME TEACHERS EMPLOYED -				
LOW	...	...	...	
MEDIAN**	11	7	9	
MEAN**	36	10	29	
HIGH	774	116	774	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

**MEDIANS AND MEANS ARE BASED ON COMPLETE DISTRIBUTION, NOT ON THE GROUP DISTRIBUTION SHOWN IN COLUMN 1.

TABLE 62. -- PERIODS OF FACULTY DUTY - NUMBER OF 2-YEAR INSTITUTIONS REQUIRING PRESENCE OF FACULTY ON CAMPUS FOR A SPECIFIED PERIOD WITHOUT REFERENCE TO CLASSROOM AND CONFERENCE DUTIES, 1967-68

INSTITUTION TYPE AND POLICY	NUMBER OF DAYS PER YEAR				NUMBER OF HOURS PER DAY			
	NUMBER OF INSTITUTIONS	REQUIREMENT			NUMBER OF INSTITUTIONS	REQUIREMENT		
		LOW	MEDIAN	HIGH		LOW	MEDIAN	HIGH
1	2	3	4	5	6	7	8	9
PUBLIC INSTITUTIONS								
FACULTY ARE NOT REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD	236	XX	XX	XX	297	XX	XX	XX
FACULTY ARE REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD	260	XX	XX	XX	199	XX	XX	XX
FACULTY ARE REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD - REQUIREMENT REPORTED	145	159	180	240	120	2	6	8
TOTAL INSTITUTIONS	496	XX	XX	XX	496	XX	XX	XX
NONPUBLIC INSTITUTIONS								
FACULTY ARE NOT REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD	104	XX	XX	XX	110	XX	XX	XX
FACULTY ARE REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD	49	XX	XX	XX	43	XX	XX	XX
FACULTY ARE REQUIRED TO BE ON CAMPUS FOR A SPECIFIED PERIOD - REQUIREMENT REPORTED	15	120	170	240	15	4	7	8
TOTAL INSTITUTIONS	153	XX	XX	XX	153	XX	XX	XX

X. SUMMER EMPLOYMENT OPPORTUNITIES IN 2-YEAR INSTITUTIONS

All of the salary details presented in Tables 48 and 49 refer to remuneration (exclusive of fringe benefits) for the academic year of nine months. Several new teachers enter full-time services with limited preparation. In numerous cases the contract of agreement calls for the continuation of advanced preparation during the summer. And, of course, many of the more experienced teachers feel the need for and are encouraged to seek further strengthening of their academic backgrounds. Thus, many teachers in 2-year institutions are not interested in or are not available to accept continued employment beyond the nine-month year. Table 63 shows that the possibilities of employment in the 2-year colleges during the summer are limited.

More than five-sixths (85.1 percent) of the reporting public 2-year colleges and about three-fifths (60.8 percent) of the reporting nonpublic 2-year colleges offered a summer session in 1967. The following shows the trend toward increased use of summer sessions in 2-year institutions during the past 10 years:

	Percent of 2-year institutions having summer sessions		
Summer	Public	Nonpublic	Total
1957	41.5%	36.8%	40.2%
1959	59.8	45.8	55.6
1961	63.8	46.7	58.1
1963	70.7	52.6	65.0
1965	77.6	53.3	70.9
1967	85.1	60.8	79.4

The median percent of the regular full-time teachers employed in these sessions indicates that in the institutions offering summer employment about 3 teachers in 10 were so employed in their home institution. This is not a major change from the extent observed two years ago.

Of the 649 reporting 2-year colleges, 134 or about 21 percent, did not offer summer sessions (see Table 63). Of the institutions offering programs of instruction in the summer, about one-fifth (19.6 percent) employed 20-29 percent of the regular teaching staff and a slightly larger proportion (22.9 percent) employed 30-39 percent of the regular teaching staff. Between 70 and 100 percent of the regular full-time staff were employed in the summer session of 9.8 percent of the 2-year colleges having a summer session.

The length of the summer term (see Table 64) may be a factor contributing to limited summer employment opportunities for full-time teachers. Of the summer programs offered in 2-year institutions, the predominant length is six weeks (35.0 percent). Slightly more than one-fourth (27.4 percent) carry through eight weeks. About 3 in 10 summer sessions extend over a period greater than eight weeks.

The summer session salaries per month are paid at the same rate as during the academic year for either all or a majority of summer-school teachers in more than half of the 2-year institutions (52.7 percent) as shown in Table 65. The majority of the remaining institutions (42.6 percent) report that their summer session salaries are lower than during the regular session for all or a majority of their summer-school teachers. The summary in Table 66 provides a distribution of both the teaching hours per week and salary rate per month of the summer session as compared with the regular academic year. The predominant classification of time required for summer session teaching is the same as during the academic year, reported by 43.7 percent of the institutions reporting both types of information. More than half of the institutions which have the same class hours per week as during the regular session also pay the same rate of salary per month of summer session as during the regular academic session. The number of institutions having summer sessions which reported having the same teaching hours per week and the same salary rate as during the regular session represent one-fourth of all institutions which reported both comparisons. The summary shows that in about 1 institution in 5 the number of hours spent per week in class in the summer session is higher than during the regular session and the salary rate for summer session is either the same as or lower than during the regular academic year.

The various methods of computing compensation for summer-session teaching are shown in Table 67. Payment by credit hour is used more extensively than other measures. However, use of the credit hour and fraction of academic-year salary are each reported by about one-third of the public institutions. A review of practices in public institutions in the most recent studies suggests a slight trend:

Method of payment	Percent of public institutions 1963-64	1965-66	1967-68
By the clock hour ..	25.6%	22.3%	17.3%
By the credit hour .	27.8	26.9	34.7
By academic year ...	20.2	26.9	33.5
By some other method	26.4	23.9	14.5
	100.0%	100.0%	100.0%

The practices of the nonpublic 2-year colleges are not as widely divergent as the practice among public junior colleges. The credit hour (57.0 percent) and a fraction of the academic-year salary (17.4 percent) are the most widely used methods of computing compensation among the nonpublic institutions.

TABLE 63. -- SUMMER EMPLOYMENT - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING PERCENTS OF FULL-TIME TEACHERS REGULARLY EMPLOYED DURING THE ACADEMIC YEAR WHO ALSO TAUGHT IN THE 1967 SUMMER SESSION

PERCENT OF FULL-TIME TEACHERS EMPLOYED IN THE 1967 SUMMER SESSION 1	NUMBER OF INSTITUTIONS PUBLIC 2	NONPUBLIC 3	TOTAL NUMBER 4	PERCENT 5
NONE EMPLOYED OR NOT INDICATED	46	9	55	10.7
LESS THAN 10	24	11	35	6.8
10-19	59	12	71	13.8
20-29	81	20	101	19.6
30-39	102	16	118	22.9
40-49	30	5	35	6.8
50-59	27	11	38	7.4
60-69	7	4	11	2.1
70-79	16	1	17	3.3
80-89	11	1	12	2.3
90-99	10	1	11	2.1
100	9	2	11	2.1
TOTAL OFFERING SUMMER SESSION	422	93	515	99.9*
TOTAL NOT OFFERING SUMMER SESSION	74	60	134	
TOTAL REPORTING	496	153	649	
PERCENT OFFERING SUMMER SESSION, 1967	85.1	60.8	79.4	
MEDIAN PERCENT OF FULL-TIME TEACHERS EMPLOYED IN THE 1967 SUMMER SESSION	30.1	27.2	29.6	

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 64. -- NUMBER OF WEEKS EMPLOYED IN SUMMER - NUMBER OF PUBLIC AND NONPUBLIC 2-YEAR COLLEGES REPORTING NUMBER OF WEEKS OF SUMMER EMPLOYMENT, 1967

NUMBER OF WEEKS EMPLOYED IN SUMMER	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
NOT INDICATED	...	...	...	...
3 WEEKS OR LESS	13	3	16	3.1
4 WEEKS	1	1	2	.4
5 WEEKS	9	2	11	2.1
6 WEEKS	132	48	180	35.0
7 WEEKS	12	1	13	2.5
8 WEEKS	128	13	141	27.4
9 WEEKS	20	2	22	4.3
10 WEEKS	36	10	46	8.9
11 WEEKS	18	3	21	4.1
12 WEEKS	49	9	58	11.3
13 WEEKS	3	...	3	.6
14 WEEKS AND OVER	1	1	2	.4
TOTAL INSTITUTIONS REPORTING	422	93	515	100.1*

*PERCENTS DO NOT ADD TO 100.0 BECAUSE OF ROUNDING.

TABLE 65. -- SUMMER SESSION SALARIES - NUMBER OF 2-YEAR INSTITUTIONS REPORTING BASIS OF PAYMENT OF SALARIES FOR 1967 SUMMER SESSION AS COMPARED WITH ACADEMIC YEAR SALARIES, 489 INSTITUTIONS, 1967-68

BASIS OF PAYMENT	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
SAME RATE PAID DURING SUMMER AS DURING ACADEMIC YEAR TO				
ALL TEACHERS	194	32	226	46.2
MAJORITY OF TEACHERS	23	9	32	6.5
LOWER RATE PAID DURING SUMMER THAN DURING ACADEMIC YEAR TO				
ALL TEACHERS	145	27	172	35.2
MAJORITY OF TEACHERS	26	10	36	7.4
HIGHER RATE PAID DURING SUMMER THAN DURING ACADEMIC YEAR TO				
ALL TEACHERS	13	6	19	3.9
MAJORITY OF TEACHERS	3	1	4	.8
INSTITUTIONS REPORTING	404	85	489	100.0
NOT INDICATED	18	8	26	

TABLE 66. -- SUMMER TEACHING LOAD AND SALARY RATE - NUMBER OF INSTITUTIONS REPORTING EACH COMBINATION OF TEACHING LOAD AND SALARY RATE FOR 1967 SUMMER SESSION AS COMPARED WITH THE REGULAR ACADEMIC YEAR IN 464 2-YEAR COLLEGES, 1967-68

HOURS SPENT IN CLASS PER WEEK OF SUMMER SESSION COMPARED WITH ACADEMIC YEAR	SALARY RATE PER MONTH OF SUMMER SESSION TEACHING COMPARED WITH ACADEMIC YEAR**	NUMBER OF INSTITUTIONS		TOTAL	
		PUBLIC	NONPUBLIC	NUMBER	PERCENT
1		2	3	4	5
SAME	SAME	100	19	119	25.6
	LOWER	61	14	75	16.2
	HIGHER	4	5	9	1.9
LOWER	SAME	70	12	82	17.7
	LOWER	51	18	69	14.9
	HIGHER	5	1	6	1.3
HIGHER	SAME	38	6	44	9.5
	LOWER	47	5	52	11.2
	HIGHER	7	1	8	1.7
INSTITUTIONS REPORTING BOTH		383	81	464	100.0
INSTITUTIONS REPORTING LOAD ONLY		10	6	16	
INSTITUTIONS REPORTING SALARY ONLY		21	4	25	
NOT INDICATED		8	2	10	

**ALL OR MAJORITY OF TEACHERS

TABLE 67. -- SUMMER SESSION TEACHING - NUMBER OF 2-YEAR INSTITUTIONS REPORTING MEASURE USED TO DETERMINE FACULTY SALARIES, 501 INSTITUTIONS, 1967-68

MEASURE USED	NUMBER OF INSTITUTIONS		TOTAL	
	PUBLIC	NONPUBLIC	NUMBER	PERCENT
1	2	3	4	5
CLOCK HOUR ONLY	72	6	78	15.6
CREDIT HOUR ONLY	144	49	193	38.5
FRACTION ONLY	139	15	154	30.7
CLOCK HOUR AND CREDIT ..	8	2	10	2.0
CLOCK HOUR AND FRACTION	3	...	3	.6
CREDIT HOUR AND FRACTION	13	1	14	2.8
OTHER	36	13	49	9.8
INSTITUTIONS REPORTING .	415	86	501	100.0
NOT INDICATED	7	7	14	

XI. SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 2-YEAR INSTITUTIONS

Tables 68 and 69 show the 1967-68 salaries paid to administrative officers in 2-year institutions. The public institutions reported 20 positions with sufficient frequency to justify calculation of median and quartiles of salaries. The nonpublic institutions listed 14. As in the salary pattern for teachers, officials in the public 2-year colleges receive higher salaries than their counterparts in nonpublic 2-year colleges.

Public Institutions

The salaries paid to 449 chief administrative officers in public 2-year institutions range from $30,000 and over down to $9,000 with a median of $19,677. The chief administrative officer may be the president, dean, or director, not the superintendent of schools. An annual salary of $27,500 or more is paid to 4.9 percent of the chief administrators and 25 percent are paid $22,465 or higher. The median salary is an increase of 26.8 percent over the median of $15,519 observed among the salaries of 369 chief administrators two years ago.

The salaries are reported for 385 chief student affairs officers in public 2-year institutions whose median annual salary is $13,338. The chief student affairs officer may be identified as the dean or director of students. The salaries paid to this position range from $23,500 down to $5,000. An annual salary of $19,500 or higher is paid to 5.2 percent of the chief student affairs officers in public 2-year institutions and 25 percent are paid $15,771 or more this year. The 1967-68 median salary is an increase of 16.7 percent over the median of $11,431 reported for 263 persons in this position in 1965-66.

The salaries of the chief librarian are third most frequently reported with salary information forwarded for 354 persons this session. The salaries of chief librarians range from $22,000 down to $5,000 with a median of $10,439. An annual salary of $15,500 or higher is being paid to 4.8 percent of the chief librarians in public 2-year institutions and 25 percent are being paid $12,487 or more. The median salary for 1967-68 is an increase of 18.8 percent over the median of $8,788 reported among 289 chief librarians in 1965-66.

The 1967-68 annual salary is reported for 343 chief business officers in public 2-year institutions. The title of this position may be business manager or director or business. The salaries range from $27,500 down to $5,000 with a median of $12,435. An annual salary of $20,000 or more is being paid to 5.0 percent of the chief business officers in public 2-year institutions and 25 percent are being paid $15,203 or more in 1967-68. The median salary is an increase of 20.8 percent over the median of $10,292 observed in 1965-66 among the salaries of 222 persons having this position.

The 1967-68 annual salaries are reported for 299 persons serving as the chief academic officer. These may have the title of academic dean or academic vice-president. The salaries range from $26,000 down to $7,500 with a median of $15,250. An annual salary of $21,000 or more is paid to 5.0 percent of the chief academic officers. Salaries of persons having this position were reported together with salaries of the deans of instruction in the 1965-66 survey making it impossible to review accurately the growth of median salaries paid to this position during the past two years; however, the 1967-68 median is 17.8 percent higher than the median reported for the dean or director of instruction in 1965-66. Data for other positions are:

Position	Number reported	Median salary	2-year increase
Registrar	233	$10,347	9.6%
Dean or director of guidance	198	10,306	4.7
Dean or director of technical-vocational education	192	13,867	17.0
Dean or director of evening or extended day sessions	148	13,333	4.2
Dean or director of admissions	136	11,813	7.9
Assistant or associate dean	128	13,909	9.8
Director of public relations	124	10,222	14.2
Dean or director of instruction[a]	121	15,339	18.5
Director of athletics.	114	10,786	14.0
Dean or director of adult education	85	11,563	17.1
Dean of women	68	10,250	5.1
Dean of men	51	11,708	13.1

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[a] Salaries were reported for 279 persons in this position in 1965-66.

Nonpublic Institutions

Salary information was reported for 109 chief administrative officers in nonpublic 2-year institutions. The salaries range from $30,000 and over down to $6,500 with a median of $16,438. An annual salary of $25,000 or more is being paid to 11.9 percent of these chief administrative officers. The median salary in 1967-68 is an increase of 23.3 percent over the median of $13,333 reported in 1965-66 for 118 persons in this position.

The median annual salary of 101 persons having the position of academic dean or vice-president for academic affairs (chief academic officer) in nonpublic 2-year institutions is $11,688. An annual salary of $16,000 or more is being paid to 10.9 percent of persons in this position. A precise estimate of the percent of increase of the median salary of persons in this position is not possible owing to the combination of this position with the dean or director of instruction in the previous study.

Salaries were reported for 99 persons having the position of chief business officer in nonpublic 2-year institutions. The median annual salary of $10,096 is an increase of 18.8 percent over the median of $8,500 reported in 1965-66. Five percent of these chief business officers receive an annual salary of $16,000 or higher in 1967-68.

The median annual salary of the chief librarian in nonpublic 2-year institutions in 1967-68 is $7,750 among 89 persons for whom salary information is reported. The median is an increase of 18.6 percent over the median of $6,536 reported in 1965-66. An annual salary of $10,500 or higher is being paid to 9.0 percent of the chief librarians in nonpublic 2-year institutions.

The median salaries and the percent of increase in median salaries during the past two years of other widely reported administrative positions for which reasonably comparable data are available are as follows:

Position	Number reported	Median salary	2-year increase
Dean or director of students ..	85	$9,313	11.2%
Registrar	67	7,607	10.0
Dean or director of admissions.	60	9,500	15.7
Director of public relations.	52	8,875	12.7
Dean or director of guidance ..	31	8,583	9.3
Dean of women ..	31	7,813	14.7
Director of athletics	21	8,563	8.7
Dean of men	19	7,375	-7.8

TABLE 68 A.--ADMINISTRATIVE OFFICERS' SALARIES, PUBLIC. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 451 PUBLIC 2-YEAR INSTITUTIONS, 1967-68

SALARY RANGE	CHIEF ADMIN-ISTRA-TIVE OFFICER	ASSISTANT ADMIN-ISTRA-TIVE OFFICER	ACADEMIC VICE PRESIDENT OR DEAN	DEAN OF STUDENTS	BUSINESS MANAGER	DEAN OR DIRECTOR OF				
						INSTRUC-TION	INSTITU-TIONAL RESEARCH	TECHNICAL-VOCATIONAL EDUCATION	EVENING SESSION	ADULT EDUCATION
1	2	3	4	5	6	7	8	9	10	11
$30,000 AND OVER	11	...	...	...	...	...	...	...	...	...
29,500-29,999 .	...	...	...	...	...	...	...	...	...	...
29,000-29,499 .	...	...	...	...	...	...	...	...	...	...
28,500-28,999 .	2	...	...	...	...	...	...	...	...	...
28,000-28,499 .	2	...	...	...	...	...	...	...	...	...
27,500-27,999 .	7	...	...	...	1	...	...	...	...	...
27,000-27,499 .	9	...	...	...	...	...	...	...	...	...
26,500-26,999 .	5	...	...	...	...	...	...	...	...	...
26,000-26,499 .	1	...	1	...	...	...	...	...	...	...
25,500-25,999 .	1	...	...	...	1	...	...	...	...	...
25,000-25,499 .	19	...	1	...	...	...	...	...	...	...
24,500-24,999 .	1	...	...	...	...	...	...	...	...	...
24,000-24,499 .	12	...	...	...	1	...	...	...	...	...
23,500-23,999 .	10	1	...	1	1	1	...	...	2	...
23,000-23,499 .	13	...	2	...	...	...	...	...	...	...
22,500-22,999 .	18	1	1	...	...	...	...	...	...	1
22,000-22,499 .	18	2	6	1	1	1	...	1	...	...
21,500-21,999 .	17	1	2	1	...	2	1	1	...	...
21,000-21,499 .	21	2	2	4	5	5	...	2	...	...
20,500-20,999 .	8	1	3	6	1	2	...	2	3	...
20,000-20,499 .	34	2	13	1	6	1	...	2	2	...
19,500-19,999 .	24	3	4	6	4	1	...	2	2	2
19,000-19,499 .	15	8	7	8	4	1	...	4	1	...
18,500-18,999 .	19	3	6	7	4	4	...	3	2	1
18,000-18,499 .	18	4	20	8	10	5	1	7	3	...
17,500-17,999 .	16	4	10	7	5	9	1	6	4	2
17,000-17,499 .	24	1	15	8	7	2	...	5	5	...
16,500-16,999 .	8	7	7	15	3	13	3	5	3	1
16,000-16,499 .	14	5	27	15	15	3	3	12	11	2
15,500-15,999 .	6	7	11	18	12	6	5	5	8	3
15,000-15,499 .	19	3	23	19	8	14	3	14	9	4
14,500-14,999 .	9	9	27	16	17	6	3	6	5	3
14,000-14,499 .	20	9	21	29	11	11	2	15	6	4
13,500-13,999 .	7	11	11	16	26	4	2	15	5	5
13,000-13,499 .	11	7	14	20	12	5	4	7	9	2
12,500-12,999 .	6	3	15	15	13	6	4	9	7	5
12,000-12,499 .	7	8	16	22	27	6	8	20	14	4
11,500-11,999 .	9	7	5	27	9	3	2	7	2	4
11,000-11,499 .	3	12	11	23	21	5	3	8	9	7
10,500-10,999 .	3	8	7	25	17	3	2	8	5	10
10,000-10,499 .	1	10	6	22	19	2	3	14	12	10
9,500- 9,999 .	...	5	1	17	19	...	2	4	3	7
9,000- 9,499 .	1	5	3	11	17	...	2	1	2	3
8,500- 8,999 .	...	1	...	10	8	...	...	2	8	1
8,000 -8,499 .	...	2	...	6	14	...	1	5	4	2
7,500- 7,999 .	...	1	1	...	7	...	1	...	1	2
7,000- 7,499 .	...	...	...	...	4	...	1	...	...	...
6,500- 6,999 .	...	2	...	...	8	...	...	...	...	...
6,000- 6,499 .	...	...	...	...	4	...	1	...	...	...
5,500- 5,999 .	...	2	...	...	...	...	...	...	...	...
5,000- 5,499 .	...	...	...	1	1	...	...	...	...	...
4,500- 4,999 .	...	...	...	...	...	...	...	...	...	...
4,000- 4,499 .	...	...	...	...	...	...	...	...	...	...
BELOW $4,000 ...	...	...	...	...	...	...	...	...	1	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	449	157	299	385	343	121	58	192	148	85
FIRST QUARTILE	$ 16,366	$ 11,135	$ 13,348	$ 11,092	$ 10,099	$ 13,531	$ 11,250	$ 11,929	$ 11,056	$ 10,313
MEDIAN SALARY	$ 19,677	$ 13,750	$ 15,250	$ 13,338	$ 12,435	$ 15,339	$ 12,875	$ 13,867	$ 13,333	$ 11,563
THIRD QUARTILE	$ 22,465	$ 16,554	$ 17,663	$ 15,771	$ 15,203	$ 17,597	$ 15,417	$ 16,167	$ 16,045	$ 14,219

TABLE 68 B.--ADMINISTRATIVE OFFICERS' SALARIES, PUBLIC. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 451 PUBLIC 2-YEAR INSTITUTIONS, 1967-68

SALARY RANGE 1	DIRECTOR OF GUIDANCE 2	DIRECTOR OF STUDENT TESTING 3	DEAN OF MEN 4	DEAN OF WOMEN 5	DIRECTOR OF ATHLETICS 6	DIRECTOR OF PUBLIC RELATIONS 7	DIRECTOR OF ADMISSIONS 8	CHIEF LIBRARIAN 9	REGISTRAR 10	ASSISTANT OR ASSOCIATE DEAN 11
$22,000-22,499	...	...	1	...	...	...	...	1	1	...
21,500-21,999	...	...	...	...	...	...	...	...	1	...
21,000-21,499	2	...	1	...	...	...	1	...	...	...
20,500-20,999	...	...	...	1	...	...	...	...	1	...
20,000-20,499	2	1	...	...	1	1	...	...	...	1
19,500-19,999	1	...	...	...	...	...	...	...	1	...
19,000-19,499	1	...	2	1	...	...	2	1	1	...
18,500-18,999	1	...	2	...	1	1	1	...	2	1
18,000-18,499	1	1	1	...	1	1	2	1	...	...
17,500-17,999	3	...	...	1	1	...	1	1	1	3
17,000-17,499	2	...	...	1	...	1	4	1	2	4
16,500-16,999	...	...	4	1	...	1	...	1	...	3
16,000-16,499	1	...	1	2	...	2	7	5	4	8
15,500-15,999	4	...	...	5	1	1	2	6	...	13
15,000-15,499	5	1	1	2	2	4	1	11	1	9
14,500-14,999	4	3	1	1	4	4	5	5	7	11
14,000-14,499	4	1	3	1	3	2	6	10	9	9
13,500-13,999	9	...	2	2	2	5	7	16	10	11
13,000-13,499	3	...	1	2	6	2	8	15	13	8
12,500-12,999	10	2	...	5	8	3	7	14	8	8
12,000-12,499	8	...	2	2	6	8	11	19	9	5
11,500-11,999	9	...	6	1	6	8	8	14	6	7
11,000-11,499	11	2	5	3	12	8	5	21	16	5
10,500-10,999	11	1	5	2	7	5	9	31	18	6
10,000-10,499	18	3	1	2	9	9	11	33	18	3
9,500- 9,999	15	3	2	6	10	9	10	27	18	1
9,000- 9,499	19	5	3	7	12	15	6	37	19	2
8,500- 8,999	19	4	...	3	9	7	8	25	17	4
8,000 -8,499	19	2	4	4	6	4	6	24	10	4
7,500- 7,999	6	2	3	6	3	12	3	10	15	2
7,000- 7,499	8	2	...	3	2	2	3	15	5	...
6,500- 6,999	2	1	...	2	1	4	...	4	5	...
6,000- 6,499	...	...	...	1	1	3	1	5	5	...
5,500- 5,999	...	...	...	1	...	1	...	...	3	...
5,000- 5,499	...	...	...	...	...	...	...	1	2	...
4,500- 4,999	...	...	...	...	...	1	1	...	2	...
4,000- 4,499	...	...	...	...	...	...	...	...	1	...
BELOW $4,000	...	...	...	...	...	...	...	...	2	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	198	34	51	68	114	124	136	354	233	128
FIRST QUARTILE	$ 8,882	$ 8,688	$ 10,375	$ 8,500	$ 9,271	$ 8,786	$ 9,800	$ 9,061	$ 8,743	$ 11,857
MEDIAN SALARY	$ 10,306	$ 9,667	$ 11,708	$ 10,250	$ 10,786	$ 10,222	$ 11,813	$ 10,439	$ 10,347	$ 13,909
THIRD QUARTILE	$ 12,675	$ 12,625	$ 15,125	$ 13,750	$ 12,594	$ 12,313	$ 13,857	$ 12,487	$ 12,734	$ 15,538

TABLE 69 A.--ADMINISTRATIVE OFFICERS' SALARIES, NONPUBLIC. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 127 NONPUBLIC 2-YEAR INSTITUTIONS, 1967-68

SALARY RANGE	CHIEF ADMIN-ISTRA-TIVE OFFICER	ASSISTANT ADMIN-ISTRA-TIVE OFFICER	ACADEMIC VICE PRESIDENT OR DEAN	DEAN OF STUDENTS	BUSINESS MANAGER	DEAN OR DIRECTOR OF				
						INSTRUC-TION	INSTITU-TIONAL RESEARCH	TECHNICAL-VOCATIONAL EDUCATION	EVENING SESSION	ADULT EDUCATION
1	2	3	4	5	6	7	8	9	10	11
$30,000 AND OVER	2	1	...	...	...	...	...	...	...	...
29,500-29,999 .	...	...	...	...	...	...	...	...	...	...
29,000-29,499 .	...	...	...	...	...	...	...	...	...	...
28,500-28,999 .	...	...	...	...	...	...	...	...	...	...
28,000-28,499 .	2	...	...	...	...	...	...	...	...	...
27,500-27,999 .	1	...	...	...	...	...	...	...	...	...
27,000-27,499 .	...	...	...	...	...	...	...	...	...	...
26,500-26,999 .	...	...	...	...	...	...	...	...	...	...
26,000-26,499 .	1	...	1	...	...	...	...	...	...	...
25,500-25,999 .	...	...	...	...	...	...	...	...	...	...
25,000-25,499 .	7	...	1	...	...	...	...	...	...	...
24,500-24,999 .	...	...	...	...	...	...	...	...	...	...
24,000-24,499 .	2	...	...	...	...	...	...	...	...	...
23,500-23,999 .	1	...	...	...	...	...	...	...	...	...
23,000-23,499 .	...	...	...	...	...	...	...	...	...	...
22,500-22,999 .	1	...	...	...	...	...	...	...	...	...
22,000-22,499 .	3	1	...	...	...	...	...	...	...	...
21,500-21,999 .	...	...	...	...	...	...	...	...	...	...
21,000-21,499 .	1	...	...	...	...	...	...	...	...	...
20,500-20,999 .	1	...	...	...	...	...	...	...	...	...
20,000-20,499 .	12	2	2	...	...	...	...	...	...	...
19,500-19,999 .	...	...	...	...	...	...	...	...	...	...
19,000-19,499 .	4	1	...	...	...	...	...	...	...	...
18,500-18,999 .	2	...	...	...	...	...	...	...	...	...
18,000-18,499 .	3	...	1	...	1	...	...	...	...	...
17,500-17,999 .	3	...	...	...	...	...	...	...	...	...
17,000-17,499 .	5	1	...	...	2	1	...	...	...	...
16,500-16,999 .	3	1	3	...	...	...	...	...	...	...
16,000-16,499 .	4	2	3	...	2	1	...	...	...	...
15,500-15,999 .	...	4	3	...	1	...	...	...	...	...
15,000-15,499 .	9	7	8	2	2	...	...	...	...	1
14,500-14,999 .	1	...	3	1	...	1	1	...	...	...
14,000-14,499 .	3	1	3	6	6	...	...	...	...	...
13,500-13,999 .	1	3	4	...	3	...	...	...	...	...
13,000-13,499 .	2	1	4	3	2	...	...	...	...	...
12,500-12,999 .	3	...	6	2	3	...	...	...	...	...
12,000-12,499 .	6	6	6	3	5	2	...	...	1	1
11,500-11,999 .	2	...	4	1	4	...	...	...	...	...
11,000-11,499 .	...	2	8	3	5	...	1	...	3	...
10,500-10,999 .	...	...	1	5	3	...	...	...	...	...
10,000-10,499 .	5	3	6	6	13	...	2	2	2	...
9,500- 9,999 .	6	1	2	6	6	...	...	...	...	...
9,000- 9,499 .	2	2	4	12	10	...	1	...	...	1
8,500- 8,999 .	2	...	6	3	5	...	...	...	...	...
8,000 -8,499 .	1	2	7	4	3	...	...	...	...	...
7,500- 7,999 .	3	1	6	8	5	...	...	...	...	...
7,000- 7,499 .	2	1	3	9	8	1	...	...	...	...
6,500- 6,999 .	3	1	1	4	2	1	...	...	...	...
6,000- 6,499 .	...	2	2	3	1	...	...	...	...	...
5,500- 5,999 .	...	1	...	2	2	...	...	...	...	...
5,000- 5,499 .	...	...	1	1	2	...	...	...	...	...
4,500- 4,999 .	...	...	1	...	1	...	...	...	...	...
4,000- 4,499 .	...	...	1	...	2	...	...	...	...	...
BELOW $4,000 ...	...	...	...	1	...	...	...	...	...	...
NUMBER OF INDIVIDUALS FOR WHOM SAL-ARIES ARF REPORTED	109	47	101	85	99	7	5	2	6	3
FIRST QUARTILE	$ 12,104	$ 10,125	$ 8,771	$ 7,578	$ 8,292	...	...	...	...	...
MEDIAN SALARY	$ 16,438	$ 13,583	$ 11,688	$ 9,313	$ 10,096	$ 12,375	$ 10,375	...	$ 11,167	...
THIRD QUARTILF	$ 20,281	$ 15,656	$ 14,458	$ 10,975	$ 12,225	...	...	...	...	...

TABLE 69 B.--ADMINISTRATIVE OFFICERS' SALARIES, NONPUBLIC. DISTRIBUTION OF SALARIES PAID TO ADMINISTRATIVE OFFICERS IN 127 NONPUBLIC 2-YEAR INSTITUTIONS, 1967-68

SALARY RANGE 1	DIRECTOR OF GUIDANCE 2	DIRECTOR OF STUDENT TESTING 3	DEAN OF MEN 4	DEAN OF WOMEN 5	DIRECTOR OF ATHLETICS 6	DIRECTOR OF PUBLIC RELATIONS 7	DIRECTOR OF ADMISS-IONS 8	CHIEF LIBRARIAN 9	REGISTRAR 10	ASSISTANT OR ASSOCIATE DEAN 11
$15,000-15,499 .	...	...	...	...	...	...	1	...	...	...
14,500-14,999 .	...	...	...	...	...	1	...	...	...	...
14,000-14,499 .	...	...	...	...	...	1	...	...	...	...
13,500-13,999 .	...	...	...	...	...	1	2	...	2	...
13,000-13,499 .	1	...	...	...	1	...	2	1	...	...
12,500-12,999 .	...	...	...	...	...	3	1	...	1	...
12,000-12,499 .	1	...	...	...	...	3	2	1	...	...
11,500-11,999 .	1	...	...	...	...	2	2	...	...	...
11,000-11,499 .	2	...	2	...	...	2	1	1	3	1
10,500-10,999 .	...	1	...	1	4	2	6	5	4	1
10,000-10,499 .	1	...	1	2	1	3	8	4	5	1
9,500- 9,999 .	1	1	1	...	...	4	5	3	4	...
9,000- 9,499 .	6	...	2	2	1	3	1	7	2	...
8,500- 8,999 .	3	...	1	4	4	4	2	9	4	3
8,000 -8,499 .	1	...	...	5	3	6	6	9	3	2
7,500- 7,999 .	3	2	2	4	2	7	7	9	7	...
7,000- 7,499 .	3	1	2	3	1	2	6	9	5	...
6,500- 6,999 .	3	...	2	1	...	2	5	7	5	...
6,000- 6,499 .	2	...	3	3	2	2	3	7	9	1
5,500- 5,999 .	...	1	...	...	...	3	...	4	1	...
5,000- 5,499 .	3	...	1	1	...	...	...	6	5	1
4,500- 4,999 .	...	...	...	3	1	...	...	3	3	...
4,000- 4,499 .	...	...	1	1	1	1	...	3	3	...
BELOW $4,000 ...	...	...	1	1	...	...	...	1	1	...
NUMBER OF INDIVIDUALS FOR WHOM SALARIES ARE REPORTED	31	6	19	31	21	52	60	89	67	10
FIRST QUARTILE	$ 6,958	...	$ 6,292	$ 6,292	$ 7,563	$ 7,714	$ 7,571	$ 6,375	$ 6,208	$ 8,125
MEDIAN SALARY	$ 8,583	$ 7,750	$ 7,375	$ 7,813	$ 8,563	$ 8,875	$ 9,500	$ 7,750	$ 7,607	$ 8,667
THIRD QUARTILE	$ 9,438	...	$ 9,313	$ 8,656	$ 10,375	$ 11,000	$ 10,667	$ 8,986	$ 9,781	$ 10,250

APPENDIX A. PERSONS ASSISTING IN THE COLLECTION OF DATA FOR THIS REPORT

4-year institutions

John E. Keller, University of California, Berkeley, California
Arthur J. Hall, The California State Colleges, Los Angeles, California
Mrs. Pearl Max, The City University of New York, New York, New York
Robert Wright, State University of New York, Albany, New York
Kenneth J. Anderson, Minnesota Higher Education Coordinating Commission, Saint Paul, Minnesota

2-year institutions

John T. Condon, Arizona State Board of Directors for Junior Colleges, Phoenix, Arizona
Archie L. McPherran, Division of Higher Education, State Department of Education, Sacramento, California
Dana J. Lefstad, State Board for Community Colleges and Occupational Education, Denver, Colorado
Thomas M. Baker, Division of Community Junior Colleges, State Department of Education, Tallahassee, Florida
Parmer Ewing, Department of Higher Education, State Department of Public Instruction, Springfield, Illinois
Gerald Smith, Illinois Junior College Board, Springfield, Illinois
O. A. Brunsvold, Area Schools Branch, State Department of Public Instruction, Des Moines, Iowa
Harold D. Reese, State Department of Education, Baltimore, Maryland
Therese C. O'Connor, Board of Regional Community Colleges, Boston, Massachusetts
John W. Porter, State Department of Public Instruction, Lansing, Michigan
Fred E. Davis, Junior College Education, State Department of Education, Jefferson City, Missouri
Edward Cohen, State Department of Higher Education, Trenton, New Jersey
Robert O. Hatton, State Department of Education, Salem, Oregon
Hillard R. Hoffman, State Department of Public Instruction, Harrisburg, Pennsylvania
Kenneth E. Holderman, The Pennsylvania State University, University Park, Pennsylvania
Charles Walker, State Council of Higher Education, Richmond, Virginia
N. C. Richardson, State Board for Community Colleges, Olympia, Washington
L. H. Adolfson, The University of Wisconsin, Madison, Wisconsin
Robert Wright, State University of New York, Albany, New York

APPENDIX B

The following are the major administrative titles which were listed in the questionnaire for institutions granting the 4-year or higher degree. Respondents were asked to use an additional page to list and report salary information for persons in positions not listed or to report more than one person having one of the pre-listed positions (e.g., persons on different campuses). For the distributions of salaries reported, see Tables 36 through 47.

- President or Chancellor (chief administrative officer)
- Assistant to the President
- Academic Vice-President or Provost
- Executive Vice-President
- Dean of Administration or Instruction
- Vice-President or Dean of Students (chief student affairs officer)
- Business Vice-President or Business Manager (chief business officer)
- Development Vice-President or Director
- Public Relations Vice-President or Director
- Organized Research Vice-President or Director
- Vice-President
- Dean of the College (for colleges only)
- Deans or Directors of separately organized Schools and Colleges:
  - Graduate
  - Arts and Sciences
  - Agriculture
  - Business
  - Dentistry
  - Education
  - Engineering
  - Extension
  - Fine Arts
  - Forestry or Natural Resources
  - Home Economics
  - Journalism
  - Law
  - Medicine
  - Music
  - Nursing
  - Pharmacy
  - Physical Education
  - Social Welfare
  - Veterinary Medicine
  - Other
- Dean of Men
- Dean of Women
- Dean or Director of Admissions
- Registrar or Director of Registration
- Dean or Director of Student Placement
- Dean or Director of Student Testing Service
- Director of Student Financial Aid
- Budget Officer or Director of Budget
- Controller
- Director of Non-Academic Personnel
- Director of Evening School
- Director of Extension
- Director of Summer Session
- Director or Principal of Laboratory School
- Director of Institutional Research
- Director of Audio-Visual Services
- Director of Libraries or Chief Librarian
- Director of Athletics
- Head Football Coach
- Head Basketball Coach
- Other positions

Research Reports

1967-R4	The American Public-School Teacher, 1965-66. 102 p. $2.00. #435-13310.
1967-R5	Leaves of Absence for Classroom Teachers, 1965-66. 61 p. $1.25. #435-13312.
1967-R6	The Teacher's Day in Court: Review of 1966. 60 p. $1.25. #435-13314.
1967-R7	The Pupil's Day in Court: Review of 1966. 61 p. $1.25. #435-13316.
1967-R9	Faculty Salary Schedules for Public Community-Junior Colleges, 1965-66: A Pilot Study of 2-Year Institutions. 45 p. $1.00. #435-13320.
1967-R10	Formal Grievance Procedures for Public-School Teachers, 1965-66. 63 p. $1.25. #435-13322.
1967-R11	23rd Biennial Salary Survey of Public-School Professional Personnel, 1966-67: National Data. 36 p. $1.00. #435-13324.
1967-R12	23rd Biennial Salary Survey of Public-School Professional Personnel, Data for Systems with Enrollments of 12,000 or More. 259 p. $3.75. #435-13326.
1967-R13	High Spots in State School Legislation, January 1 - August 31, 1967. 105 p. $2.50. #435-13328.
1967-R14	Faculty Salary Schedules in Colleges and Universities, 1965-66: A Pilot Study of Institutions Granting the 4-Year Bachelor's or Higher Degree. 42 p. $1.00. #435-13330.
1967-R16	Salary Schedules for Teachers, 1967-68. 103 p. $2.50. #435-13334.
1967-R17	Evaluation of Teacher Salary Schedules, 1966-67 and 1967-68. 133 p. $3.00. #435-13336.
1967-R18	Teacher Supply and Demand in Public Schools, 1967. 88 p. $1.75. #435-13338.
1967-R19	Estimates of School Statistics, 1967-68. 36 p. $1.00. #435-13340.
1968-R1	Rankings of the States, 1968. 71 p. $1.25. #435-13342.
1968-R2	Salary Schedules for Administrative Personnel, 1967-68. 97 p. $2.00. #435-13344.
1968-R3	Head Start Programs Operated by Public School Systems, 1966-67. 42 p. $1.00. #435-13346.
1968-R4	Economic Status of the Teaching Profession, 1967-68. 56 p. $1.25. #435-13348.
1968-R5	Salary Schedules for Principals, 1967-68. 126 p. $2.50. #435-13350.
1968-R6	Nursery School Education, 1966-67. 48 p. $1.00. #435-13352.
1968-R7	Salaries in Higher Education, 1967-68. 92 p. $1.50. #435-13354.
1968-R8	Extra Pay for Extra Duties, 1967-68. 69 p. $1.25. #435-13356.

Research Summaries

1966-S1	Inservice Education of Teachers. 19 p. 60¢. #434-22802.
1966-S2	Homework. 12 p. 30¢. #434-22804.
1967-S1	School Dropouts. 55 p. 75¢. #434-22808.
1968-S1	Class Size. 49 p. $1.00. #434-22810.